Board Reports
<table>
<thead>
<tr>
<th>Date</th>
<th>Strategic/Policy</th>
<th>Routine</th>
</tr>
</thead>
</table>
| January 11   | • University Place Project: 1) Project Update; 2) Architect Fees; 3) Property Closing Process  
               • 2012 Board Calendar of Work  
               • Tobacco-Free Campus Policy  
               • New Circulation Training  
               • Re-Appointment of J.J. McCament to Board of Trustees | • Star Libraries                                   |
| January 20-24 | **American Library Association (ALA) Mid-Winter Conference, Dallas, TX**          |                                                  |
| February 8   | • Reappointment of J.J. McCament to the Board of Trustees  
               • 2011 Balanced Scorecard and Statistics  
               • University Place Library Status: Project Update; Architect fees; Property closing procedures  
               • Circulation Report  
               • Fife Library: budget report  
               • Art: University Place and Fife libraries  
               • Policy: alcohol consumption on library premises  
               • Leadership Roles for Library Trustees: Discussion  
               • 2012 Pierce County Library Foundation Agreement | • 2012 legislation related to libraries  
               • Snow Storm Report  
               • 2011 Reciprocal Borrowing Report  
               • New Circulation Training Presentation  
               • Lakewood Towne Center Report |
| March 7      | • University Place Library Status: Project Update; Architect fees; Property closing procedures  
               • Fife Library: budget report  
               • Art: University Place and Fife libraries  
               • Policy: alcohol consumption on library premises  
               • Leadership Roles for Library Trustees: Discussion  
               • 2012 Pierce County Library Foundation Agreement | • 2012 Legislation related to libraries  
               • Smoke-Free Campus Communications Strategy  
               • Media coverage 2011 |
| March 13-17  | **Public Library Association Conference, Philadelphia, PA**                       |                                                  |
| April 11     | • University Place Project Update  
               • University Place Property Closing  
               • Pierce County Library Foundation Agreement  
               • Resolution: Claims for Damages  
               • "One Desk"  
               • Report on Community Public Survey | • Parking Space Data  
               • February 2012 Statistical Snapshot  
               • Staff Longevity Awards  
               • Staff participation in community organizations  
               • Digital Board of Trustee Packets  
               • Resolution: Surplus Equipment  
               • New website for military families |
| April 18-20  | **Washington Library Association Conference, Tulalip**                            |                                                  |
| May 9        | • 2011 Year-End Financial Review  
               • University Place Library: Update and Closing Documents  
               • Resolution: Appoint Agent to receive claims for damages  
               • Public Records Policy | • March 2012 Statistical Snapshot  
               • 2012 ULC Innovation Award Submissions  
               • IRS Tax Form 990  
               • PC Reads Final Report  
               • Teens: Summer Reading Program: Gamification |
| June 13      | • University Place Library: Closing; Atrium art; LEED  
               • PCLS Partnerships Report  
               • Loss Control Review  
               • Monthly Financial Reports |
<table>
<thead>
<tr>
<th>Date</th>
<th>Strategic/Policy</th>
<th>Routine</th>
</tr>
</thead>
<tbody>
<tr>
<td>July 11</td>
<td>* 2012 Mid-Year Budget Adjustment: a) Operating Budget, b) Capital Improvement Program &lt;br&gt; * Capital Projects Overview &lt;br&gt; * 2012 Assessed Values Report &lt;br&gt; * South Hill Efficiency Project</td>
<td>* Skype at Parkland/Spanaway &lt;br&gt; * Approval of IRS Form 990 for 2010 &lt;br&gt; * June 2012 Statistical Snapshot &lt;br&gt; * June Financial Report</td>
</tr>
<tr>
<td>August 8</td>
<td>* In Remembrance of Steve Albers &lt;br&gt; * 2013 Budget: Bookmobile services study; staff budget survey; 2013 budget calendar and process &lt;br&gt; * 2013 Capital Improvement budget: 10-year projection and proposal to reduce set aside &lt;br&gt; * 2012 Capital Improvement Budget: Revision to capital improvement plan; copier &lt;br&gt; * 2013 CPIU &lt;br&gt; * Distinguished Budget Presentation Award &lt;br&gt; * Election of Officers</td>
<td>* July 2012 Statistical Report &lt;br&gt; * August 2012 Financial Report &lt;br&gt; * Legislative Update &lt;br&gt; * Library Card Campaign</td>
</tr>
<tr>
<td>October 17</td>
<td>* Review of Regular 2013 Draft Revenue and Expenditure &lt;br&gt; * 2013 pre certification of property tax levy &lt;br&gt; * IPD for 2012 Property Tax Levy &lt;br&gt; * Review of 2013 draft revenue and expenditures &lt;br&gt; * 2013 – 2017 Cash Flow &lt;br&gt; * GFOA Award: Presentation of Plaque &lt;br&gt; * University Place Library: Update &lt;br&gt; * Board Appointment: Update &lt;br&gt; * Digital Board Packets &lt;br&gt; * Friends and Foundation Thanks and Recognition &lt;br&gt; * Conflict of Interest Policy &lt;br&gt; * Director: Job Description</td>
<td>* September Statistical Snapshot &lt;br&gt; * October Financial Report &lt;br&gt; * Summer Reading Program Report &lt;br&gt; * Lakewood Update &lt;br&gt; * Resolution: Schedule of Recurring Meetings &lt;br&gt; * Branch Projects: Update</td>
</tr>
<tr>
<td>November 14</td>
<td>* First Public Hearing Regarding 2013 Budget &lt;br&gt; * Review of Draft 2013 Budget and Capital Improvement Plan &lt;br&gt; * Review and approval to certify property taxes to be levied for collection in 2013 &lt;br&gt; * Review of Regular 2013 Capital Improvement Budget and 2013 Capital Improvement Plan</td>
<td></td>
</tr>
<tr>
<td>Date</td>
<td>Strategic/Policy</td>
<td>Routine</td>
</tr>
<tr>
<td>------------</td>
<td>---------------------------------------------------------------------------------</td>
<td>-------------------------------------------------------------------------</td>
</tr>
<tr>
<td>December 12</td>
<td>• Second Public Hearing Regarding 2013 Budget</td>
<td>• Resolution: Cancellation of unredeemed warrants</td>
</tr>
<tr>
<td></td>
<td>• Resolution to transfer a portion of the fund balance of the general fund to</td>
<td>• Pierce County Library Foundation Annual Report</td>
</tr>
<tr>
<td></td>
<td>the capital improvement fund</td>
<td>• 2013 Insurance Renewal</td>
</tr>
<tr>
<td></td>
<td>• Resolution to Adopt 2013 Budget</td>
<td>• October Dashboard</td>
</tr>
<tr>
<td></td>
<td>• Resolution to Adopt 2013 Capital Improvement Fund Budget</td>
<td>• November Financial Report</td>
</tr>
<tr>
<td></td>
<td>• Motion to certify property taxes to be levied for collection in 2013 (if</td>
<td>• Library Card Drive Results</td>
</tr>
<tr>
<td></td>
<td>needed)</td>
<td>• ALA Midwinter Conference</td>
</tr>
<tr>
<td></td>
<td>• Resolution to set 2013 wages for non-represented staff</td>
<td>• Star Libraries</td>
</tr>
<tr>
<td></td>
<td>• 2013 Election of Officers</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Negotiate 2013 Executive Director Agreement</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Block Play Project</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Naming</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Strategic Framework</td>
<td></td>
</tr>
</tbody>
</table>
- Year in Architecture 2012: Modern & Modular
- UP TV – Soldiers Story Time at UP
- PC TV – Library Budget
- Smart, Safe, secure surfing online at UP library
- 16<sup>th</sup> CAB Soldiers read stories to UP kids
- Expert small business advice in free workshops
- Libraries offer free computer classes
- Help your Key Center Library
- Donna Albers
- Key Center: Mustard seed moves & library closes
- Buckley Library hosts Jane Austen event
- Donna Albers joins Pierce County Library Board
- Publishers being Scrooges when it comes to e-books
- The Organizer
- Tillicum garden cultivates veggies, young minds
- Shortfall means spending cuts for Pierce libraries; system will purchase fewer materials, end bookmobile
A factory-constructed modular system forms the new Fife Library, Pierce County Library System, WA. Digitally fabricated, track-based divider panels bearing a custom pattern separate the library spaces from community areas available for public functions. CREDITS: SHKS Architects, architect; photo, ©2011 Benjamin Benschneider.
PC TV
Nov. 14-20, 2012
University Place Combat team - reads to library children

https://www.youtube.com/watch?v=LxBIk2PlIk

Mary Getchell
Marketing & Community Relations Director
Pierce County Library System
Office: 253-548-3428; Cell: 253-229-4477
mgetchell@piercecountylibrary.org
3005 112th St. E. Tacoma, WA 98446
www.piercecountylibrary.org
PC TV
Nov. 21-27, 2012
Library Budget

https://www.youtube.com/watch?v=OOoDdkbw4gc

Mary Getchell
Marketing & Community Relations Director
Pierce County Library System
Office: 253-548-3428; Cell: 253-229-4477
mgetchell@piercecountylibrary.org
3005 112th St. E. Tacoma, WA 98446
www.piercecountylibrary.org
Suburban Times

Smart, safe, secure surfing online at U.P. library

Ben Sclair | November 27, 2012

By Mary Getchell, Communications Director, Pierce County Library System

Important information will help computer users make their online experience smart, safe and secure during a free consumer safety workshop at University Place Pierce County Library, 3609 Market Place W., on Wednesday, Nov. 28, from 4:30 to 6 p.m.

Participants will learn how to shop smart, surf safely and secure their identity online. The class will provide tips to help keep personal information secure, choose strong passwords, connect safely on social networks and find reputable local services.

Essential safety steps will help protect consumers from cyber threats, email dangers, phishing and other online scams. The workshop will share best practices for malware, as well as website and computer safety.

Protecting credit creates special challenges online. Class members will explore ways to obtain a free credit report and correct problems on their credit report.

Registration required. Register at the library or online @ www.piercecountylibrary.org/calendar
16th CAB Soldiers read stories to UP kids

By Sgt. LaToya Nemes
16th Public Affairs Detachment
Published: 01:03PM November 16th, 2012

Service members with the 16th Combat Aviation Brigade read stories to a group of young children at the Pierce County Library in University Place, Nov. 7.

The brigade partnered with the city of University Place to volunteer their services to various businesses in the city throughout the year.

More than 20 children, ranging from the ages of 6 months to 4 years old, attended the library for “Story Time” with Soldiers. Many of the children, having experienced “Story Time” before, gravitated to the middle of the reading room and sat in front of the storyteller’s chair.

“This is the first time we have had community visitors to our story time,” said Patty Amador, the librarian for Pierce County Library. “So we are very excited about today.”

Amador said, prior to the Soldiers arriving, she selected a few military inspired children books for them to read to the children.

Four Soldiers had the opportunity to narrate their books. The Soldiers showed their softer sides, encouraging the children to engage in discussion during the story. The children were most engaged in stories about military vehicles, making animated comments about helicopters and flipping pages in the books to pictures of aircraft.

After “Story Time,” the Soldiers asked the children how much they liked the military vehicles, then revealed that one was right outside for the children to view.

Once the group moved outside, the Soldiers prompted the children to sit in the driver’s seat of the vehicle. They also had military safety gear for the children to try on, which the Soldiers are required to wear while driving.

The 16th Combat Aviation Brigade adopted University Place last year under the Community Connections Program, to give back to the communities, said Army Cpt. Jesse Paulsboe, the 16th CAB public affairs officer. They volunteer their services to the city a few times a month, and any business with a good cause can reach out to them, he added.

“We love doing this,” said Paulsboe.

The military members are providing a service for their community and local communities. These partnerships can build strong relationships and provide the communities with a greater understanding of the military.

“We would love for the Soldiers to come back and do this again,” Amador said. “I think the kids loved it. We all loved it.”

The objective is to show the communities that the military is here for them, said Paulsboe. Many service members live in these communities, and we can’t do what we do without the community’s support.
Expert small business advice in free workshops

Ben Sclair | October 31, 2012

Expert advice in marketing and certification will help people grow their small businesses during free workshops at Pierce County Library System in November and December. Registration is required. Register online.

Marketing Your Business
Small business owners will gain skills in marketing strategies, elevator speech, marketing plan components, marketing research, and the 4 P’s: product, price, promotion and placement.
Lakewood Pierce County Library, Thursday, Nov. 8, 10 a.m. – noon.
Parkland/Spanaway Pierce County Library, Tuesday, Nov. 6, 10 a.m. – noon.

OMWBE State Certification Process
Participants will learn why and how to certify a business with the Washington State Office of Minority and Women’s Business Enterprises, as well as eligibility issues, application process, benefits of participation and the Linked Deposit Program.
Lakewood Pierce County Library, Tuesday, Dec. 4, 10 a.m. – noon.
Parkland/Spanaway Pierce County Library, Tuesday, Dec. 11, 10 a.m. – noon.

Class instructor Sharon Barber has more than 25 years of experience in small business management including small business startup, financial assistance, business planning, marketing consultation and training. She currently serves as the Director of Economic Development, Metropolitan Development Council in Tacoma, serving Pierce County.

The following organizations provided funding for the Library’s Job and Business Centers:
FRIENDS of Lakewood Library
Gary E. Milgard Family Foundation
Lucky Seven Foundation
The Norcliffe Foundation
Paul G. Allen Family Foundation
Pierce County Library Foundation
Renew Washington grant program, administered by the Washington State Library and funded by the Bill & Melinda Gates Foundation and the Institute of Museum and Library Services
WorkForce-Central, an investor
Bonney Lake-Sumner Courier-Herald
Libraries offer free computer classes
OCTOBER 18, 2012 - 4:58 PM

Pierce County Library System computer classes teach the basics of Excel, Publisher, PowerPoint and Word, plus other computer skills, for free this November and December.

Find out which e-reader is the best choice, and learn how to download free e-books from the Library to a Kindle or Nook. Learn about consumer safety, navigating the Internet and social networking, managing electronic files and researching genealogy. Plus discover free resources available to Library cardholders.

Register for classes at a Pierce County Library or sign up on the Library’s online calendar @ www.piercecountylibrary.org/calendar.
The following is the local schedule for computer classes:

**Bonney Lake Pierce County Library**

18501 90th St. E. • 253-548-3308
Word 2007/2010 for Beginners: 2 – 3:30 p.m., Nov. 6;
Excel 2007/2010 for Beginners: 2 – 3:30 p.m., Nov. 13;
Computers for Beginners: 2 – 3:30 p.m., Nov. 27;
Download to Kindle: 2 – 3:30 p.m., Dec. 4; and
Computers for Beginners: 2 – 3:30 p.m, Dec. 11.

**Buckley Pierce County Library**

123 S. River Ave. • 253-548-3310 or 360-829-0300
Computers for Beginners: 11 a.m. – 12:30 p.m., Nov. 1;
Word 2007/2010 for Beginners: 11 a.m. – 12:30 p.m., Nov. 15;
Drop-In Help, Thursday: 11 a.m. – 12:30 p.m., Nov. 29; and
Navigating the Net: 11 a.m. – 12:30 p.m., Dec. 6.

**Sumner Pierce County Library**

1116 Fryar Ave. • 253-548-3306
Excel 2010 for Beginners: 4:30 – 6 p.m., Nov. 13;
Word 2010 for Beginners: 5 – 6 p.m., Nov. 20; and
E-Books and E-Readers: 5 – 6 p.m., Dec. 4.
Help your
Key Center Library!

Be a part of making your
Key Center Pierce County Library's
Brones Room a reading, studying,
computing, working, playing
and getting together place.

Join Friends of Key Center and Pierce County Library
Foundation and give a gift of $25, $50, $100 ... or any
amount ... and help make a difference.

Give online at piercecountylibrary.org/donation or
mail to Pierce County Library Foundation - KC Library
Project, 3005 112th St. E., Tacoma WA 98446

Learn more at Key Center Library or visit
www.piercecountylibrary.org search site: Key Center
Individual name: Donna Albers
Title, previous title if applicable: Board of Trustee
Award, Recognition or Certification: Appointed to Pierce County Library System Board of Trustees
Third Party Giving Award, Recognition or Certification: Pierce County Library System. The Library System is not a part of Pierce County government. By state law, county executives appoint trustees. Pierce County Executive Pat McCarthy appointed Donna Albers to complete the board term of Donna’s husband, Steve Albers, who died in July. Donna will complete Steve’s term through August 2014.
What the Award, Recognition or Certification is for: Albers will be part of a five-member board with policy and fiscal responsibility to provide library services and programs to the 555,000 people in the Library System’s service area. Trustees’ responsibilities include
- Setting Library System goals and objectives.
- Approving annual budgets.
- Adopting policies.
- Studying community needs and interests and ensuring the Library is meeting them.
- Advocating for the Library.
Other Library Board of Trustees include Linda Ishem, chair; Allen Rose, vice chair; Robert Allen and J.J. McCament. Trustees are non-paid positions. Albers, a Lakewood resident, has been in the employee benefits business for more than 35 years. Since 1996 she has worked with Albers & Company and is now managing partner in the workplace benefits firm providing employee benefits to businesses and organizations throughout western Washington. Her community involvement spans co-chairing United Way of Pierce County’s annual community giving campaign, being a member of Pierce County Library Foundation Board of Directors, and serving as an events chair for Mary Bridge Children’s Hospital Festival of Trees.
Company name: Pierce County Library System
Company address: 3005 112th St. E. Tacoma, WA 98446
Type of business: Government
Photo:
Key Center: Mustard Seed Moves & Library Closes
The facility that houses The Mustard Seed Project at Key Center had an electrical fire on October 3rd. MSP has secured space in the Key Center Corral, in the former KC Computers location. Phone numbers and mailing address remain the same. The physical location will be slightly north of the former location, close to the Angel Guild. At the same time, the Key Center Library, located at 8905 KPN, Lakebay, will be closed Wednesday, Nov. 14 – Wednesday, Feb. 27. During the closure, workers will make the lobby area into usable library space, add computers and a movie machine, and speed up Wi-Fi access. While the library is closed, residents may come on board the Explorer Kids’ Bookmobile and check out books, movies, audiobooks and other items. The bookmobile will be at Key Peninsula Civic Center, 17010 S. Vaughn Road. People can also use computers for free inside the civic center, on a first come, first served basis for up to an hour.
Buckley Library hosts Jane Austen event

NOVEMBER 4, 2012 · 3:51 PM

Enumclaw Courier Herald

Literature lovers will learn all about Jane Austen during a free author event at 11 a.m. Nov. 17 at the Buckley Pierce County Library, 123 S. River Ave.

The Friends of the Buckley Library sponsor this free event and will provide refreshments. Guests will sip tea and nibble on cookies while they share Jane Austen questions and stories with local author Shannon Winslow.

Winslow has turned her fascination with Jane Austen into a writing career. She will speak about her knowledge of all things Austen, her career as an author, the changing world of publishing, and fan fiction.
Donna Albers joins Pierce County Library Board

Ben Sclair | November 15, 2012 | 0 Comments

Donna Albers, managing partner of Albers & Company, will come on board as a new Board of Trustee member for Pierce County Library System in January 2013.

“Donna’s business acumen and community service make her a perfect fit to serve residents in Pierce County,” said Neel Parikh, executive director of the Library System. “Her professional experience and compassion for public service will complement our strong Board of Trustees.”

Albers, a Lakewood resident, has been in the employee benefits business for more than 35 years. Since 1996 she has worked with Albers & Company and is now managing partner in the workplace benefits firm providing employee benefits to businesses and organizations throughout western Washington.

Her community involvement spans co-chairing United Way of Pierce County’s annual community giving campaign, being a member of Pierce County Library Foundation Board of Directors, and serving as an events chair for Mary Bridge Children’s Hospital Festival of Trees.

“Libraries are the roads and paths that breakdown barriers and bridge communities that give a space and place to all people—not only as gathering and connecting centers, but also as literacy and learning cores for communities and individuals,” said Albers. “I am truly proud and honored to serve residents on Pierce County Library’s Board of Trustees.”

Pierce County Executive Pat McCarthy appointed Donna Albers to complete the board term of Donna’s husband, Steve Albers, who died in July. Donna will complete Steve’s term through August 2014.
Albers will be part of a five-member board with policy and fiscal responsibility to provide library services and programs to the 555,000 people in the Library System’s service area. Trustees’ responsibilities include:

- Setting Library System goals and objectives.
- Approving annual budgets.
- Adopting policies.
- Studying community needs and interests and ensuring the Library is meeting them.
- Advocating for the Library.

The Library System is not a part of Pierce County government. By state law, county executives appoint trustees. Other Library Board of Trustees include Linda Ishem, chair; Allen Rose, vice chair; Robert Allen and J.J. McCament. Trustees are non-paid positions.
Publishers being Scrooges when it comes to e-books

NEEL PARIKH

Last updated: November 28th, 2012 12:21 AM (PST)

The holidays are coming, and many people will unwrap Kindles and other e-readers. Good luck getting an e-book from your public library to download to your new gift. Meet the ghost of Christmas past and present: publishers — the modern-day Scrooge.

Major publishers are not selling e-books to libraries, including Pierce County Library System, and that’s giving residents throughout Pierce County a raw deal. The public is demanding e-books from libraries and publishers are locking them out.

Publishers have drawn an arbitrary line, and they are either not selling e-books to libraries or selling them at costs 100 to 300 percent higher than list prices or with heavy usage restrictions. Currently, only two of the six major publishers, HarperCollins Publishers and Random House Inc., are selling to libraries.

Sure, Pierce County Library offers e-books. We simply are not allowed to offer what is available on the open market, especially best-sellers. As a result, we are cutting our e-book budget by nearly 50 percent.

For the books we can buy, because they are so overpriced, we make purchases sparingly to meet our commitment of being good stewards of taxpayers’ dollars. “Fifty Shades of Grey” costs Pierce County Library $47.85 and sells on Amazon.com for $9.99.

Libraries and bookstores share clientele. A recent study found that more than half of all library customers report buying books by an author they were introduced to in a library. Along with my colleagues, I am confused and frustrated by publishers’ unwillingness to allow us to participate in the e-book marketplace. Publishers are giving no clear reason about why they are blackballing libraries and the public.

It’s quite rare that in a free market a customer — in this case libraries and the American public — is refused the ability to buy a company’s product and is told its money is no good. Publishers are turning away 122,000 libraries and approximately 169 million public library customers.

Libraries represent core values in this country — the freedom to read and learn and universal access to books. Libraries help bridge the digital divide to make technology available to all people. Pierce County Library is working with the American Library Association and Urban
Libraries Council which are trying to break the blockade from publishers and this blatantly unfair business practice. They have met and talked with many of the publishers, yet we are still locked out.

We hope the blockade crumbles as people get e-readers for the holidays. We hope that publishers give a wonderful present of e-books to the hundreds of thousands of people in our service area and millions across the country.

Pierce County Library is asking that before residents send letters to Santa Claus this year, they email or send a postcard to publishers and urge them to sell to libraries. People can get a sample email from the library’s website at piercecountylibrary.org or postcards at any Pierce County Library.

I sincerely hope publishers stop being Scrooges and untie the strings on e-books. Please don’t take us to a scary ghost of Christmas future.

Neel Parikh is the executive director of Pierce County Library System.
State of the Local

We Don’t Hibernate—We Negotiate!

-Elise DeGuiseppi

It’s autumn. It’s time to make soup, rake leaves and negotiate a new three-year Labor Agreement between our 300-plus Local 3787 members and the Library’s Administration.

Your Union Negotiating Team consists of the following members: our Council 2 Staff Representative, Dylan Carlson, Chief Steward Patti Cox, Vice President Steve Holmes, Treasurer Yuri Button, Secretary Michelle Angell, Aisha Womack, who pages at UP, and myself.

Negotiating for the Library are: Joe Carillo, Labor Relations Manager for Pierce County (who is paid by the Library to act as its Labor Negotiator); Staff Experience Director Holly Gorski, Deputy Director Georgia Lomax, Branch Experience Director Sally Porter Smith, and Finance Director Cliff Jo.

A new addition to our Local’s process this year is our Advisory Team. Its six Local 3787 members meet with the Negotiating Team periodically to discuss member issues and possible changes to our Contract. Our Advisory Team members represent varied locations and staffing levels. Team members are: Christi Bach, SBA at GHM; Arlecia Hansen, SBA at SH; JT Isch, YS Librarian at GHM, Annabel Guimont, Page Supervisor at PKS, Tamara Saarinen, YS Librarian at GIG and Midge Culver, Senior IT Technician at PAC. [See Tamara’s overview about the team in this issue.]

Please feel free to contact any Negotiating or Advisory Team member if you have questions, suggestions or concerns about Contract language, or issues. Now is the time to get in touch—our Negotiating Teams’ ground rules specify that each side must have all proposals on the table by a specified negotiation date—possibly as early as mid-November.

We’re using the results from our Membership survey to inform the issues we bring to negotiations. I’d like to take a moment to discuss some features of the process, including the ground rules that the Union and Management teams signed off on jointly.

Negotiations are held every week to ten days, usually in four-hour blocks. Our rules say that Union Negotiating Team members scheduled for regular work during negotiation sessions shall be paid for their time. On the other hand, if our negotiation sessions are set for times that some of our team members don’t work, they in effect volunteer their own time to be at the table. And frequently, our Union team members go from negotiations back to their branches to work their evening shifts.

During sessions, each side brings proposals to consider. Often, after clarifying discussions, a team will ask to caucus. That means the Union and Library teams separate to discuss the implications of a proposal. Infrequently, both teams come to quick agreements about mutually beneficial (or beneficial/neutral) proposals. Then both teams “T.A.”—tentatively agree—on the proposal by signing and dating it. Tentative Agreements are only valid when the entire Agreement is ratified by the Local membership and the Library’s Board of Trustees.

Continued on pg 2...
State of the Local, continued...

Some proposals take weeks of negotiation to become acceptable to both teams. The process can be difficult and stressful. Here are a handful of facts that help me through the process, which I share in the spirit of greater understanding:

- The Labor Agreement (aka the Contract), is between our Local and the Library. It’s up to both sides to negotiate it in good faith, and uphold it in our day-to-day work—as managers and supervisors, and as Union officers and stewards.

- The Contract isn’t some annoying intruder into daily work life at PCLS: It underpins it. It’s not a document to ignore until the Union brings it up! Everybody should read it often, and supervisors—whether Bargaining Unit members or non-represented staff, should be managing within it.

- With each round of negotiations—every three years—we try to improve the Labor Agreement’s language and provisions—by clarifying mutually held concepts, reworking confusing language and frankly, making fair workplace gains for our Local members.

- Neither side gets everything it wants.

One more, very important detail: the negotiating teams’ joint ground rules prohibit “direct dealing.” This means that the Union team cannot negotiate with the Library Director or the Board of Trustees, and the Library cannot negotiate directly with the Membership. This rule preserves the rights of the two appointed teams to carry out Contract negotiations in good faith. Accordingly, the confidentiality of the negotiations is integral to the process.

To locate the Labor Agreement on the Staff Web, type “labor agreement” or “Union Contract” into the search box. You’ll land on an HR page. Click “Human Resource Information” and next, “Union Contract.” The Contract is a searchable PDF—use the table of contents or the excellent index, along with the page number box at the top, to help you navigate through the document.

Sisters and brothers, thanks for slogging through the dry leaves of this column. Now, let’s retire to our respective homes, eat sources, with a cold bottle of steaming cup of whatever, and cozy up to that Contract!

That’s as close as your Negotiating Team will get to hibernation this fall, anyway.

Solidarity!

-Tamara Saarinen

As our Negotiation Team begins to meet with Management to work on our next Contract, Local 3787 is trying something new—an Advisory Team. The Team members were nominated and elected at the September 28th Membership meeting. This team provides feedback and ideas on issues and concerns during the negotiation process.

The Advisory Team will be able to impart a broader understanding of member concerns at branch and department levels, and convey staff priorities are for the new Contract. This will provide the Negotiation Team with additional information to help guide its decisions during the negotiation process. The Advisory Team meets with members of the Negotiation Team and our Council 2 Staff Rep, Dylan Carlson to go over the old Contract and make suggestions for the future contract to benefit the employer/employee relationship. The Advisory Team’s goal is to ensure that the voices and opinions of Local 3787 members at PCLS are heard and addressed.

The Advisory Team is learning more about the current Contract and how language can affect: its interpretation. Updating old Contract language to clarify ideas that are confusing and/ or contradictory is an important part of the process. This will ensure the new Contract is easier to use and understand. These steps are a critical component to the Negotiation Team proposals during negotiations.
Made in the U.S.A.

-Tamara Saarinen
Can openers have a hard
time surviving in our house-
hold, with kids fighting over who gets to open the can
of olives. I always buy a
manual one, since it will
work when the power is
out, plus it put kids motor
skills to use. We went
through several.
The first 2 came from Tar-
get and were made in Chi-
na. One wouldn’t cut
properly. Took it back for a
slightly higher-priced mod-
el, but the plastic parts on
the next one broke after
only a week! So I splurged
on a pricey, cheery red
Kitchenaid can opener. I
believed it would be as
sturdy as my kick-ass mixer.
No, it wasn’t. It did last a
bit long then the cheaper
Target ones, but cost more
and was still made in China.
I was feeling frustrated,
and finally found a top-
rated can opener on ama-
zon.com. One Made in the
USA! It arrived and has
survived. It cuts perfectly
and easily, and can handle
any amount of abuse the
kids dish out to it. The can
opener was only about the
same price as the ones I
bought at Target, but so
much better.

My biggest issue with buy-
ing items made in China,
isn’t just the outsourcing
of jobs, but knowing the
horrible working condi-
tions that exist there to
produce mostly cheap
products that do not last.

Elections

-Michelle Angell
Local 3787 members will
have one more ballot to
complete this November.
There are four positions up
for election this month; Vice
President, Treasurer, Chief
Shop Steward and Trustee.
Vice President, Treasurer
and Chief Shop Steward are
members of the Local’s Exec-
utive Board and serve a term
of 2 years. Trustees serve a
term of three years. For
more information on the
responsibilities and duties of
each position see the Local
3787 Constitution at
www.local3787.com or con-
tact any current officer.
Nominations will be taken
from November 1 through
November 16th; send your
nominations to Elise
DeGuiseppi,
elised56@gmail.com, or
Michelle Angell, michel-
leangell.509@gmail.com.
Nominations will close on
the floor at the November
16th membership meeting.
An election (with ballots sent
to you) will be held for con-
tested positions. Uncontest-
ed positions are handled as
AFSCME’s Local Elections
Manual mandates, excerpted
here:

As nominations are closed
for each office, in any case
where there
is only one nominee and
where that nominee has indic-
ated that
the nomination will be ac-
cepted, the unopposed can-
didate should
be declared elected. This
should be done by the chair-
person of the
meeting and does not require
a motion or a vote.

Please make every effort to
attend on November 16th!
Know Your Contract

-Yuri Button

Fall is here, winter is coming. With the change in the season comes the chance for severe weather and system closures. Our labor agreement addresses this:

**Article 15.5 Severe Weather**

15.5.1 If the system is closed by the Director due to sever weather or a natural disaster, employees shall receive pay for their normally-scheduled hours for one (1) calendar day of closure per major incident. Such a decision to close shall be made by the Director or designated representative.

15.5.2 Arriving to work late or departing early due to severe weather shall be taken as vacation leave, floating holiday, compensatory time, leave without pay, or may be made up within the same work week or within the same pay period as long as the employee does not exceed forty (40) hours in any one (1) week.

15.5.3 When conditions due to severe weather are such that not all scheduled employees report to work, those employees who report should call their immediate supervisor prior to opening the branch for public service.

To translate: If the Director (or designee) decides that the conditions are severe enough to close the library, then you get paid for one day of your hours if you are scheduled to work during the duration of the closure. If the Director has not closed the system, but you feel it is unsafe to travel to work, you can use vacation, sick leave, comp time, floating holiday, or you can take unpaid leave (one of the only times you can take unpaid leave without preapproval). Don't forget, however, to call in and let someone know that you will not be there. You also want to make sure that there is enough staff to open the worksite, so make sure that you contact your supervisor before you open the doors to the public. Always keep safety in the front of your mind when conditions are severe!

---

**LOCAL 3787 OFFICERS AND TRUSTEES**

President – Elise DeGuiseppi, PAC
Vice-President – Steve Holmes, PAC
Secretary – Michelle Angell, LWD
Treasurer – Yuri Button, LWD
Chief Shop Steward – Patti Cox, STL
Council 2 Staff Representative –
  Dylan Carlson
  Trustees –
  Irene Poshtkouhi, DPT
  Cynthia Parido, SH
  Nichole Davis, UP

**Shop Stewards**

DPT/TIL - Irene Poshtkouhi
GIG - Tamara Saarinen & Terri May
LWD - Yuri Button & Michelle Angell
ORT - Susan Rigley
OUT - Cat Taylor
PAC - Cathy O'Donnell & Mark Siltala
PKS - Annabel Guimont
SH - Dianne Ellis & Cynthia Parido
STL - Patti Cox
UP - Malia Tui
Pierce County Candidates Receiving
Washington State Labor Council Endorsements
(By action taken at State-wide COPE Conventions – February, May, and August 2012)

CONGRESSIONAL CANDIDATES

Senate ......................................................... Maria Cantwell
6th CD ....................................................... Derek Kilmer
9th CD ....................................................... Adam Smith
8th CD ....................................................... Karen Porterfield
10th CD ...................................................... Denny Heck

STATE-WIDE AND JUDICIAL CANDIDATES

Governor ..................................................... Jay Inslee
Lt. Governor ............................................... Brad Owen
Attorney General ......................................... Bob Ferguson
Insurance Commissioner ............................... Mike Kreidler
Secretary of State ......................................... Kathleen Drew
Public Lands Commissioner ............................ Peter Goldmark
Supt. of Public Instruction .............................. Randy Dorn
State Supreme Court. Pos. 2 ......................... Susan Owens
State Supreme Court. Pos. 8 ....................... Steven Gonzalez
State Supreme Court. Pos. 9 ....................... Sheryl McClaude

PIERCE COUNTY LEGISLATIVE CANDIDATES

2nd LD, Senate ............................................. Bruce Lachney
25th LD, Senate .......................................... Eric Herde
25th LD, Pos. 1 ........................................... Dawn Morrell
25th LD, Pos. 2 ........................................... Bill Hilton
26th LD, Pos. 1 ........................................... Karin Ashabraner
26th LD, Pos. 2 ........................................... Larry Sequist
27th LD, Senate ........................................... Jeannie Darnell
27th LD, Pos. 1 ........................................... Laurie Jinkins
27th LD, Pos. 2 ........................................... Jake Fey
28th LD, Senate .......................................... Yoshie Wong
28th LD, Pos. 1 ........................................... Eric Choiniere
28th LD, Pos. 2 ........................................... Tami Green
29th LD, Pos. 1 ........................................... David Sawyer
29th LD, Pos. 2 ........................................... Steve Kirby
30th LD, Pos. 1 ........................................... Roger Flygare

APPROVE Referendum 74
Marriage Equality Act allowing same-sex couples to marry.

NO on Initiative 1185
Tim Eyman "minority-rule measure that requires two-thirds super majority to repeal special interest tax breaks or raise taxes.

YES! on Initiative 502
Marijuana reform that decriminalizes possession of small amounts of regulated marijuana and taxes it.

NO on Initiative 1240
Legalizing taxpayer-funded private for-profit charter schools, which would divert funds from public schools.

Pierce County Races
(including action taken at Delegate meeting of September 12, 2012)

County Executive ........................................ Pat McCarthy
Assessor-Treasurer ...................................... Billie O'Brien
Sheriff ...................................................... Paul Pastor
Pierce County Council, District 3 ...................... Marilyn Rasmussen
Pierce County Council, District 4 ...................... Connie Ladenburg
Pierce County Council, District 6 ...................... Ann Dasch
Superior Court, Dept. 7 ................................ Jerry Costello
Superior Court, Dept. 18 ............................... Stan Rumbaugh
## Keep Them Warm and Fed
### All-Union Thanksgiving Dinner Shopping List

<table>
<thead>
<tr>
<th>Turkey</th>
<th>Olives and Pickles</th>
</tr>
</thead>
<tbody>
<tr>
<td>Acme</td>
<td>Vlasic</td>
</tr>
<tr>
<td>Butterball</td>
<td></td>
</tr>
<tr>
<td>Draper Valley</td>
<td></td>
</tr>
<tr>
<td>Tyson</td>
<td></td>
</tr>
<tr>
<td>Gal's Bakery</td>
<td>Salads</td>
</tr>
<tr>
<td>Franz</td>
<td>Fresh Express</td>
</tr>
<tr>
<td>In-House Bakery of your local Union Grocery Store</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Coffee and Tea</td>
</tr>
<tr>
<td></td>
<td>Farmer Brothers</td>
</tr>
<tr>
<td></td>
<td>Folger’s coffee</td>
</tr>
<tr>
<td></td>
<td>Maxwell House</td>
</tr>
<tr>
<td></td>
<td>Tetley</td>
</tr>
<tr>
<td></td>
<td>USA Coffee</td>
</tr>
<tr>
<td>Masked Potatoes</td>
<td>Desserts</td>
</tr>
<tr>
<td>Buy your fresh potatoes at your local Union Grocery Store</td>
<td>Libby’s Pumpkin</td>
</tr>
<tr>
<td>Gravy</td>
<td>Pillsbury Pie Crust</td>
</tr>
<tr>
<td>Durkee</td>
<td>Breyer’s Ice Cream</td>
</tr>
<tr>
<td></td>
<td>Tillamook Ice Cream</td>
</tr>
<tr>
<td></td>
<td>In-house Bakery of your local Union Grocery Store</td>
</tr>
<tr>
<td>Butter and Margarine</td>
<td>Non-Alcoholic Beverages</td>
</tr>
<tr>
<td>Blue Bonnet</td>
<td>Hawaiian Punch</td>
</tr>
<tr>
<td>Tillamook</td>
<td>Minute Maid</td>
</tr>
<tr>
<td>Darigold</td>
<td>Tree Top</td>
</tr>
<tr>
<td>Land O' Lakes</td>
<td>Welch's</td>
</tr>
<tr>
<td></td>
<td>VB-Splash</td>
</tr>
<tr>
<td>Whipping Cream</td>
<td>Seasonings</td>
</tr>
<tr>
<td>Tillamook</td>
<td>Dominó’s Sugar</td>
</tr>
<tr>
<td>Darigold</td>
<td>Morton Salt</td>
</tr>
<tr>
<td></td>
<td>Watkins Products</td>
</tr>
<tr>
<td>Cranberry Sauce</td>
<td>Miscellaneous Ingredients</td>
</tr>
<tr>
<td>Ocean Spray</td>
<td>Kraft Marshmallows</td>
</tr>
<tr>
<td>Fruit Cocktail</td>
<td>Kroger Canned Milk</td>
</tr>
<tr>
<td>Libby’s</td>
<td>Campbell’s Cream of Mushroom</td>
</tr>
<tr>
<td>Vegetables (Other than Fresh)</td>
<td>Soup (for the green bean casserole)</td>
</tr>
<tr>
<td>Green Giant</td>
<td>French’s French Fried Onions</td>
</tr>
<tr>
<td>Del Monte</td>
<td></td>
</tr>
<tr>
<td>Libby’s</td>
<td></td>
</tr>
<tr>
<td>Andy Boy Products</td>
<td></td>
</tr>
<tr>
<td>Broccoli, Broccoli Rabe, Cactus</td>
<td></td>
</tr>
<tr>
<td>Pear/Nopalitos, Cauliflower, Fennel, Romaine Lettuce, Green Leaf Lettuce, Red Leaf Lettuce, Butter Lettuce and Iceberg Lettuce</td>
<td></td>
</tr>
</tbody>
</table>

Buy these items at Albertsons, Fred Meyer, QFC, Safeway or Top Foods
The News Tribune

Tillicum garden cultivates veggies, young minds

Three women determined to bring a community garden to Tillicum never thought of their effort as a miracle. That was left to the children.

LARRY LARUE; STAFF WRITER

LARRY LARUE The News Tribune
Published: Nov. 13, 2012 at 6:39 p.m. PST—Updated: Nov. 13, 2012 at 6:41 p.m. PST
0 Comments

Librarian Jeanine Adams, community center director Karen Priest and nonprofit executive Stephanie Cholmondeley are shown in the community garden they made possible in Tillicum. (LARRY LARUE/Staff writer)

"Why try to explain miracles to your kids when you can just have them plant a garden?"
~Robert Brault

Three women determined to bring a community garden to Tillicum never thought of their effort as a miracle. That was left to the children.

But what can you say about a librarian, a community center leader and the director of a nonprofit coming together and turning a nondescript lawn into a crash course on horticulture?

Or children and parents learning about gardening and nutrition at the same time?

Not a miracle, although miracles are in short supply in this Lakewood neighborhood as much as anywhere else.

Just hard work and the willingness of many others to assist.

Librarian Jeanine Adams, whose grandfather taught her how to work the soil, had the idea for a community garden but nowhere to put it. Tillicum Community Center executive director Karen Priest had the land – that smallish lawn behind the center that served as a drain field.

It was late-spring inspiration, but the idea didn’t bloom until late June when Stephanie Cholmondeley, executive director of the nonprofit group TREE, came aboard.

A creative, ferocious force for the children of the Northwest, Cholmondeley took “community” to a new level. The lawn was available, but because of the drain field below it, any gardening had to be done in raised beds.

All the new garden needed was soil, lumber, building materials, plants, seeds …

“We partnered with Emergency Food Network to get starter plants, because we didn’t got this going until July,” Cholmondeley said. “We got Home Depot, Lowes, West Pacific Lumber, Walmart and Target involved.

“We got the Lakes High School Junior ROTC to help us build the raised beds, and the Tacoma-Pierce County Community Gardens provided compost, Tagro and wood chips.”

Then came the key ingredient: children.
“Kids taking part in our summer school lunch program would eat here and then walk back in the garden area to see what was happening,” Priest said. “They asked if they could work in the garden. It was very sweet. Most of them had never seen a garden.”

“The children took ownership of the gardens. We had children from Tillicum Elementary and Woodbrook Middle School involved, and 20 of them volunteered to be here Monday, Wednesday and Friday,” Cholmondeley said.

“Then they asked, ‘What about Tuesday and Thursday?’ They wound up coming all five days to work here.”

Parents were as delighted about the project as their children.

“We mixed the dirt, helped lacquer the garden boxes and planted the garden,” said Debbie Forsythe, whose sons Diego, 7, and Junior, 5, took part. “They watched it grow, and would talk every day about what was happening.”

Tomatoes, peppers, carrots, corn, broccoli, kale, snap peas — whatever starter plants or seeds the women came up with — went into the ground.

And as they grew, Adams said, the concept of the community garden project widened. Most of the children gardeners had never eaten fresh produce. That changed after the first bit of harvesting.

“We made a fresh summer salad for them from the garden, and made croutons from bread that was on the edge from the food bank here,” Cholmondeley said. “We made a vinaigrette dressing — and one mother said her daughter had never tried anything but ranch dressing before.

“We’re not just trying to grow a garden, we’re trying to change some eating habits, too.”

Along the way, children became more and more involved.

“Every class at Tillicum Elementary came over to see the garden and learn about gardening,” Priest said. “When we put wood chips around the raised beds, children from the school visited and marched around to stomp it all down.”

Last week, the garden continued giving back. Brothers Diego and Junior Forsythe visited and happily picked their own broccoli, peppers and lettuce, then took home a couple of recipes provided by the library.
By next spring, the library will be hosting “cooking from the garden” classes. Support is growing.

“Our back-to-school program hosted 600 people and the children all wanted to show the garden to their parents,” Priest said. “I think the parents were delighted.”

Forsythe was among them.

“They can’t wait to do it again,” she said of her two sons. “Next year, they want to grow pumpkins.”

Read more here: http://www.thenewstribune.com/2012/11/13/2366256/tillicum-garden-cultivates-veggies.html#storylink=cpy
Amber Alert called off; Tacoma teen found safe
8:11 AM - Update: Tacoma Police have called off an Amber Alert for a 16-year-old who was last seen Tuesday leaving a local bowling alley with a registered sex offender. She was found this morning.

Citizen panel discusses new toll increase for Tacoma Narrows Bridge
Spanaway man pleads guilty in death of wife, daughter
Pacific leaders discuss dissolution, consolidation with nearby cities

Tillicum garden cultivates veggies, young minds
Three women determined to bring a community garden to Tillicum never thought of their effort as a miracle. That was left to the children.

Welcome Guest (Login) Register
THE NEWS TRIBUNE
Wednesday, November 16, 2012 - Tacoma, WA

Web Search powered by YAHOO! SEARCH

Amber Alert called off; Tacoma teen found safe
8:11 AM - Update: Tacoma Police have called off an Amber Alert for a 16-year-old who was last seen Tuesday leaving a local bowling alley with a registered sex offender. She was found this morning.

Citizen panel discusses new toll increase for Tacoma Narrows Bridge
Spanaway man pleads guilty in death of wife, daughter
Pacific leaders discuss dissolution, consolidation with nearby cities

Tillicum garden cultivates veggies, young minds
Three women determined to bring a community garden to Tillicum never thought of their effort as a miracle. That was left to the children.

Get the Deal!
$15 for Wine Tasting and Appetizers for Four Plus Buy One Bottle of Wine Get the Second 1/2 Off ($30 Value)
The News Tribune

Shortfall means spending cuts for Pierce libraries; system will purchase fewer materials, end bookmobile

The Pierce County Library System plans to cut spending on books, eBooks, movies and other materials next year by nearly one-quarter — about $1 million — to cope with a $3 million budget shortfall.

Steve Maynard; Staff writer
Published: Nov. 18, 2012 at 10:34 p.m. PST — Updated: Nov. 19, 2012 at 6:41 a.m. PST
7 Comments

The Pierce County Library System plans to cut spending on books, eBooks, movies and other materials next year by nearly one-quarter — about $1 million — to cope with a $3 million budget shortfall.

Money for materials for all groups of users — adults, youths and children — would be reduced. The library system last weekend also eliminated what remained of its bookmobile service and will reduce spending on building improvements.

The system’s Board of Trustees held its first public hearing last week on the proposed budget. A second and final hearing is scheduled for Dec. 12, after which the trustees are expected to approve their spending plan.

The system operates 18 libraries and serves the majority of Pierce County’s readers and other library users in Pierce County.

The cuts are planned to cope with declining property tax revenue caused by falling property values. The library system’s property tax revenue for 2013 is projected to fall by $2.4 million.

Property owners in the district pay 50 cents per $1,000 of assessed value, the maximum library levy rate state law permits. Property tax provides 96 percent of the library system’s revenue.

Another $600,000 in shortfall is due to increased operating costs, including electricity, building leases, insurance and step-level pay raises, said Mary Getchell, the system’s marketing director.
The shortfall is the third in the last four years and the largest one to date. The library system had a budget gap of $1.5 million in 2010 and $1.9 million in 2012. There was no shortfall in 2011 due to $1 million in added revenue from Fife annexing into the library district.

With property values expected to continue to drop, library officials are projecting another $3 million shortfall for 2014.

The local library system is the fourth-largest in the state, serving a district of 555,000 people. It added its 18th location in Fife last year and relocated libraries for University Place and Milton-Edgewood. It serves the whole county except Tacoma, Puyallup and Roy, which have their own city libraries.

The system’s operating budget dropped from $28.3 million in 2012 to $27.2 million this year. The projected operating budget for 2013 is $25.4 million.

The $3 million deficit would be offset in part by using $807,000 in reserves. The budget also projects transferring $309,000 less for building maintenance and repairs from the general fund to the capital fund.

Reduced costs for health care and retirement and salaries from unfilled positions would save $493,000, Getchell said.

The million-dollar cut in spending for purchasing books, movies, CDs, audio and eBooks, and magazines and newspapers is the biggest reduction for next year. That budget would drop from $4.3 million this year to $3.3 million in 2013.

It’s the first major cut in spending on materials since voters reauthorized the library system’s levy to collect more money in 2006. Adding materials and other improvements from that levy increase were planned to last through 2012, which has taken place, Getchell said.

The materials cut will result in the system “further sharpening our buying decisions to offer books and materials that work even harder – which means buying fewer items that people will check out more often,” Getchell said.

“The library buildings are not growing, and every time the library system purchases items, we take other items off of shelves to make room for the new items,” she said. “Books compete for space along with computers, chairs and other top priorities on the limited floor space in all of the libraries.”

The library system faces unique cost challenges with eBooks, which Getchell called a “library blockade” imposed by major publishers.

Only two of six major publishers will sell eBooks to libraries, she said. And those two do so only at a cost of one to three times higher than the list price of books or with heavy restrictions, Getchell said.
Another cut comes from eliminating the last remaining locations for bookmobile service for a savings of $180,000. The final bookmobile run was Nov. 10. Service at 11 of 15 locations was eliminated last year.

Three bookmobile positions and an outreach manager’s job have been eliminated. The only layoff was a bookmobile driver.

In 2013, the total number of full-time equivalent positions is projected to drop by nine – or 3 percent – to 265.

Including part- and full-time workers, the library system now has 353 employees. Getchell said 316 of those are union members who received a 2.88 percent cost-of-living adjustment this year. Salary negotiations for a new three-year contract are under way.

The City of Tacoma has closed two library branches in the last few years. The Pierce County Library System Board did not contemplate any library closures in 2013 and doesn’t expect to do so for 2014, said board chairwoman Linda Ishem.

“We’ve had this downward trajectory and losing revenues for a couple years now, so we’ve made some really wise decisions,” Ishem said. “Staff has been incredible in responding to and preparing for what we knew would be a long haul.”
Online Comments

Overall:

- A lot of negativity about unions.
- Several comments re: library's (appears to be all libraries—not specific to PCLS) core mission should include literacy/promotion of literacy.
- Several comments re: library should not carry “fluff” such as CDs and DVDs.
- Some comments about Library made good decisions and appreciation for library service.
- A couple of comments re: bookmobile service stating it was a good service or stating it was a service that should have ended its run years ago.
- One comment re: duplication of administration of TPL and PCLS.
- Confusion between TPL, PCLS, and Pierce County.

Showing 1-10 of 43 comments

- assinine

No more Bookmobile, wow I thought they were already gone like the ice cream scooters. I used to love it as a kid when the bookmobile would come to Woodland Road. Now I just use my kindle to download books while laying in bed.

- Yesterday 01:57 PM
- Report Abuse

Zaqr

Libraries are one of the last bastions of democracy. Cuts to libraries are wounds that leave scars, if ever they heal.

tree_guy

The core mission of any library is the advancement of literacy. Therefore library materials which don't tend to advance this mission should be identified for cuts. Movies and CDs are just popular media and don't contribute to literacy. Therefore, this is where the acquisition cuts should be made.

(Edited by author 1 day ago)

- Yesterday 02:44 AM
- 4 Likes
Absolutely true...As much as I like both...they are fluff....

- **Yesterday 05:36 AM**
- **4 Likes**

commoncents

While I agree regarding the target of the cuts, I don't think that will be enough....

The one thing that bugs me is why you would say that the core mission of a library....it's not about literacy but about connecting people to information whatever the format. The promotion of literacy is just one component as reading is only one aspect of communication.

- **Yesterday 11:32 AM**
- **3 Likes**

tree_guy

Well listening to a CD or watching a DVD doesn't typically "connect people to information."

Furthermore the word library itself comes from the latin "libre" meaning book. We don't need a library to promote watching TV or listening to music, we need the library to promote READING.

All this emphasis on "media" and "communications is just librarianspeak for job protection IMO.

**Yesterday 12:39 PM**

**2 Likes**

commoncents

actually libre is a spanish and french word meaning freedom. The word you meant to use was libri. Hey, and you know where I found that? On the internet...which the library has. Again - it's about connecting people to information whatever the medium. A book is simply a mode of communication intended to transfer information. The mode has changed and will continue to change over time.

Seriously? there is no information stored on any CD or DVD at the library? I recognize that most are there only for entertainment purposes - not unlike many books which serve no purpose but to entertain.

**Yesterday 05:53 PM**
'Library' comes from Latin 'liber', meaning bark ('libri' is the genitive case, commoncents). How could a tree_guy not know about bark? Illiterate maybe?

_Yesterday 07:59 PM_

kanpai

Wait, are you a library professional? Or are you just the guy who tells public organizations what their core missions are based on your opinion about what you think is important? Anyway, core missions for libraries generally have to do with free access to information. And reading your lame comment below about latin roots, you probably are aware that in Roman times there was not much available in the way of electronic multimedia.

Books on tape, a historical anthology of classical music, the deep culture of the Bayou, Ken Burns movies. None of this qualifies in your mind as "information" because you have a rather limited outlook. Which is why you're not in charge.

_Yesterday 02:18 PM_

3 Likes

tree_guy

Maybe you didn't read the article. SOMETHING has to be cut. I suggested movies and CDS because they tend to contribute the least to the libraries historic core mission which is the promotion of literacy. I acknowledge that there are some worthy DVDs and CDs in the county collection. But, in general, this is where I believe cuts should be made since the story says cuts must be made. No, I'm not a library professional, but I am pretty good at identifying priorities and movies and CDs are not a priority.

_Yesterday 02:59 PM_

1 Like

commoncents

Perhaps it's you who didn't read the article. They have already identified the cuts and they included eliminating the purchase of new CD's and DVD's along with a myriad of other items. So all you're pretty good at is offering up an opinion that is inflammatory in nature as you've identified nothing that hasn't already been done. I notice too you have changed and added the word historic in front of mission. Perhaps you've actually taken the time to read the core mission of multiple libraries and not seen the word literacy in them?
alindasue

tree_guy,
That would depend on the DVDs and CDs. When I was homeschooling my children, we
borrowed a good number of videos that showcased historical events. CDs of classical or folk
music enhanced the girls' study of world cultures.

Libraries are archives for our culture. Think about it: Shakespeare is nothing but 16th century
"popular media". The same can be said of Beethoven.

Yesterday 02:57 PM

3 Likes

tree_guy

The library is experiencing a budget problem, but true to your usual form alindasue, you haven't
identified anything that can be cut. For you and the rest of liberals and government employees
every current expenditure is a priority of the highest magnitude. I guess we can't cut the budget
for folk music CDs because it might stunt some child's cultural development.

Yesterday 03:04 PM

2 Likes

Zaqr

For you and the rest of the small-minded illiterates, it has to be a negative sum process. In this
case, for example, you recommend destructive cuts in acquisitions, really a drop in a bucket,
rather than the obvious constructive move toward greater efficiency: consolidation of
management and administration with Tacoma Public Libraries. Together, the two systems
provide good brick-and-mortar coverage of Pierce County; however, they unnecessarily
duplicate not only acquisitions, but administration and management.

As for the bookmobile: how about a book-and-blood mobile? Maybe I'm kidding about that.

Yesterday 08:35 PM

redcabin

Movies and CDs are probably a major money loser with theft for the library system as well. Most
Pierce libraries are going to "movie towers" to try to get control of the stolen discs problem.

Yesterday 05:21 AM
7pillars

We had a bookmobile? In an era of $4 gas? Why wasn't this cut years, nay, decades ago? Has anyone noticed that it's not 1960?

Yesterday 06:10 AM

- 3 Likes

janis

You must live near a library....too many people live out in the clean air where the nearest library is 20 miles away and the nearest public transportation has just been changed from 20 miles away to 35 miles away....these folks can't drive or have no car or other impairments...it was cost effective through most of the early 80's...too bad as it was a great program....

Yesterday 06:15 AM

1 Like

tree_guy

when you move out to the country to get some "clean air" you give up some of the advantages of living in an urban area. It's called a trade-off.

Yesterday 07:11 AM

6 Likes

janis

It's called peace, clean air....beats all the crime, etc. etc. the folks I have talked to are glad they made the trade-off...they are sad for folks who are so happy with their materialistic life.....enjoy your stay ....

Yesterday 07:20 AM

nwcolorist

Janis, you have the option of moving to a location near a library.

Yesterday 03:06 PM

1 Like
Start reducing the overhead costs by hiring NON-UNION employees. Big cost savings.

Yesterday 06:10 AM

4 Likes

dustdevil11

So, union employees are to receive a 2.88% "step-increase." Would that be similar to folks on the Titanic continuing to dance to the music while the water is rushing in below? What moron county administrator is sitting down to bargain away more of our tax dollars on a "step-increase" that most folks who are retired or still working have only seen their checks drop in value?

Yesterday 06:20 AM

5 Likes

ronniew

While it is nice to be able to find older classic movies that you can't find anywhere else at the library, I don't think they should be spending money on newer releases. If people want to watch a current movie they can go to Redbox. It's also okay with me if they buy fewer copies of new-release books. The longest I have ever had to wait for a brand-new best seller on the reservation system is a few months, which is not a crisis. If I must have it sooner I can cough up the money to buy my own copy, then donate it to the library.

Yesterday 08:13 AM

6 Likes

Cheryl Cristello

I cannot really disagree w/those who suggest that the library curtail purchase of new movies and CD's in favor of maintaining books.

What this issue, like the Pierce Transit issue points out is how vulnerable our public services are to Washington's revenue scheme, property and sales taxes. Is our system really the best most equitable over the long term. What are our REAL priorities for our communities?

I have no answers, just so many questions.
alindasue

While it's not absolutely necessary for libraries to purchase a dozen copies of the latest book by Stephenie Meyer, most reference books - car repair or computer manuals, atlases, etc - must be purchased on a regular basis in order to stay current and accurate.

crusader

why does the taxpayer need to fund your car repair manual?

The entitlement mindset knows no bounds........

Vince Thomas

Don't worry, crusader, the library has removed most of the auto manuals from their collection. You, Mr. Taxpayer, do not have to worry about learning how to fix your own car from the library.

Zaqar

One of my questions, how did we get saddled with the most inequitable tax structure in the nation, found some satisfaction here: https://depts.washington.edu/d...

It's not the most readable article I've encountered, but the history illuminates our present day problems.
YesterdAy 07:33 PM

taxednoughintacomA

How many services will be cut and pot holes left unfilled before the public sector unions are forced to take a 25% wage and benefit cut.

Wake up people!!! Tell you local elected officials, all of them, that you are sick of cuts in service and taxes and fees going up while the union feel no pain in this recession.

If it wasn't for the public sector unions and their forced dues collections the democrats would only have the tribes to depend on. No more smoke and mirrors, cut the unions by 25 % before you cut a single service. If they don't like their haircut they can quit and join us out here in the real world.

YesterdAy 10:55 AM

5 Likes

coventionaldefender

The entire city could take a 25% wage cut and it would not reduce the need to cut services. 32-35 million dollar deficit + another18 Million in street funds. We need to decide what kind of city we want to live in and pay for the services we want.

YesterdAy 01:48 PM

2 Likes

kanpai

This article is about the Pierce system, for what it is worth.

YesterdAy 02:19 PM

3 Likes

alindasue

Hey, don't let little details like that get in the way of a good anti-union/anti-public-employee rant, eh.

YesterdAy 03:05 PM

3 Likes
good catch kanpai, but you'll probably be hearing the same problem from the Tacoma City Library once the budget details are released. The issues are the same for both library systems.

Yesterday 03:09 PM

1 Like

nwcolorist

The Pierce County Library System is shutting down libraries, but the union employees are still getting an increase in pay.

I thought it was supposed to be all about the children.

Yesterday 03:10 PM

6 Likes

Vince Thomas

Wrong. No libraries are being shut down, did you even read the article, or are you just looking for any excuse to badmouth organized labor?

And nothing was ever supposed to be "all about the children"; where did you ever get that silly notion?

Yesterday 05:18 PM

3 Likes

crusader

Correction - organized labor has brought much good to our society over the years. It's the public sector variety that will be the end of us. Bureaucrats posing as management giving away other people's money until it runs out ain't much of a plan.

Yesterday 05:52 PM

1 Like

Zaqar
Doom! Doom! Public Sector Unions to Blame!

Yesterday 08:13 PM

Alinup

Services to the poor, disabled, elderly and intellectuals? Why do you doubt that we are headed towards fascism?

Yesterday 04:24 PM

1 Like

John Gault

Punish the voters first and foremost. Make cuts "look" painful so they'll be more likely to pass tax increases in the future.

Yesterday 04:53 PM

6 Likes

ithsmay

Personally, the PC Library system has been a lifesaver for me! I live on a retirement pension and have little money left to buy books, but I love to read. Even with cuts, they'll still be the place I visit every week to get my stack of books for the next 5-7 days.

If you want to feel clever by slamming the library, go ahead, but I hope that you will visit one of the branches and see what they have to offer. You might be surprised!

Yesterday 05:38 PM

3 Likes

rubioloco

This may have been discussed in the comments so I am sorry if I am duplicating a previous comment

But the county funds golf courses in the excess of $1M annually. Recreation is important but not

10
to the loss of an education program that truly is important to rural communities.

So why can’t they increase the golf round fee by $5 (from $30 - $35)?
If there are 100 golfers per day this would raise $1500/mo
Annually that would raise $180k to be allocated to the book mobile
In all likelihood the user fee would generate more revenue than this calculation. It would allow the golf courses to remain funded and the golfers could help fund books for the kids in rural communities. Heck, maybe they could even have a Bookmobile Tournament.

I know....there are other exorbitant expenditures such as inflated wages, adminitrative waste and antiquated pension plans (oh boy...her come the attacks). By why not use a burgeted property to fund this program?

Yesterday 05:45 PM

2 Likes

tree_guy

Perhaps you've actually taken the time to read the core mission of multiple libraries and not seen the word literacy in them?"

commoncents

Therein lies the problem. The libraries have almost abandoned their historic mission. We don't need librarians to tell us how to watch TV or how to listen to music. Their job is to deliver a literate population. Of course the librarians of the 21st century have taken all references to literacy out of their mission statements. The only thing modern librarians care about is high circulation figures and the provision of whatever creates those numbers. Some of the old timers may care about literacy, but looking at the 21st century mission statements there's not much evidence.

Also, the story doesn't say the library is "eliminating the purchase of new CDs and DVD's"
Read more here: http://www.thenewstribune.com/...

Zaqr

Libraries are one of the last bastions of democracy. Cuts to libraries are wounds that leave scars, if ever they heal.

Yesterday 08:03 PM

1 Like
COMMUNICATIONS

- Donor Comments
Amanda Calhoun

Subject: FW: Donor Comments

From: Lynne Hoffman
Sent: Monday, October 08, 2012 10:32 AM
To: Robin Clausen; Susan McBride; Kim Archer; Sally Porter Smith; Judy Nelson
Cc: Georgia Lomax; Neel Parikh
Subject: Donor Comments

A few comments we received along with donations FYI:

Nancy Pearson: (Enclosed final pledge payment for LWD Library project) PCL reports show good things happening there as a result of the changes.

Mary Crabb/GH: PCL Gig Harbor is our home library. We love it. The staff are always patient and kind and helpful to both my two boys and me. We visit often. Thank you for the great job you’re doing.

Dorothy Wainwright/Gig Harbor: I love the library! Wish I could do more.

Anon./Lakewood: Staff at Lakewood Library – they are fantastic!

Patricia McFerran/GH: Thank you for expanding the large print section of the GHL. Now it’s more than just romance novels and self-help books.

John and Robin Malich/GH: We really enjoyed the 16th annual Teen Writing and Drawing awards ceremony. Keep up the great work.

Joseph Lombardi/GH: A big, big Thanks to Adam for his help. In particular today (6/27/12) in working to enable me to print pictures from England.

Melissa McGann/DuPont writes on behalf of the Girl Scout Brownie Troop #40425: We organized a book drive to benefit the DuPont library as a service project. We hope this donation helps as well.

Lynne Hoffman
Foundation Director
Pierce County Library Foundation
3005 112th Street E. Tacoma WA 98446
(253) 548-3456 (direct line)
(253) 548-3300 (main office) (253) 732-6102 (cell)
OTHER LIBRARIES

- Library to close Nov. 11 for improvements
- Libraries pay price for ebook ‘friction’
- The ABCs of tutoring success for kids and families in greater Seattle
Library to close Nov. 11 for improvements

OCTOBER 24, 2012 · 10:36 AM

The Enumclaw Library will be closed from Nov. 11 to 27 to allow workers to make interior improvements to the building.

Patrons will not be able to pick up their holds during the closure.

However, you will not lose holds that are on the shelves during the closure. It is suggested that between now and the beginning of the closure, patrons with a hold for an item change the pick-up location to another library in the system.

Patrons are also encouraged to visit the Black Diamond Library or other KCLS libraries during this time.
Multnomah County Library Director Vailey Oehlke is reading “The Unlikely Pilgrimage of Harold Fry.”

She checked the electronic version of the bestseller out of the library after having been put on a wait list for a copy, liked it, but between one distraction and another couldn’t finish the book before its due date.

The library wait list meant it could be months before she could check the book out again to finish it, so Oehlke spent $13 and bought a copy of the ebook.

Now, if you think about it, Oehlke’s predicament doesn’t make sense. Electronic books, or ebooks, only exist in cyberspace. Wait lists and renewals shouldn’t matter once Oehlke had downloaded a library copy to her electronic reader.

But there is a lot that doesn’t make sense in the intersecting worlds of libraries and ebooks, as far as Oehlke is concerned. First and foremost, she says, is the fact that the six major U.S. book publishers won’t sell electronic versions of most of their books to libraries, fearing lost business. When they do sell popular ebooks to libraries, they often triple the price.

When the library conducted its most recent annual survey, Oehlke says, the most common request was that it carry more ebooks, which make up about 5 percent of the library’s collection. As far as Oehlke is concerned, given that recent studies project demand for ebooks will skyrocket, especially from young adults, keeping ebooks out of libraries defeats one of the fundamental missions of libraries: equal access to information for all.

The library cannot purchase the electronic versions of more than half of the books on The New York Times bestseller list. That means only people with the money to buy them — if they want electronic versions — can read them.

“Why would we want to hearken back to a time when only people with resources had access to books and learning?” Oehlke asks.

Settling on a price

Book publishers and libraries have always maintained an odd relationship, symbiotic most of the time but occasionally, forgive the metaphor, not on the same page. Publishers want to sell as many books as possible. Libraries foster reading, publishers say, but they also allow people to read books without spending a dime.

With print books, the answer has always been what the industry calls friction. The library wait list is basically a creator of book friction. Enough friction — a long enough wait — and some people will head to the bookstore and buy a copy. Those who can’t afford it benefit because the buyers shorten the wait list for everybody else.
But creating friction with ebooks is a lot more complicated, says Oehlke, who is part of a national library association committee trying to address the problem. For starters, publishers are concerned that despite their software attempts to prevent it, some smart software engineers will figure out how to download ebooks from the library and then share them with others.

“A large part of the conversation now is how do you make it onerous enough for public library users to check out an ebook from the library, that they will be more inclined in certain instances to purchase it?” Oehlke says.

On that, at least, both sides appear to agree. “Nobody seems to be satisfied, either on the publishers’ side or the librarians’ side,” says Adam Rothberg, director of corporate communications for Simon & Schuster.

Print books, Rothberg says, become worn and fall apart after enough people check them out. That results in libraries buying more copies. Ebooks never wear out, at least not unless programmed to do so.

Rothberg says the loss of bookstore sales to electronic retailers such as Amazon, and the ease of placing holds on library books without visiting the library, also play a role in the changing relationship between major publishers and libraries. He says readers traditionally have sampled a book at the library and then bought other books by the same author. But with readers able to order an ebook from either a publisher or from the library while sitting at home, people may simply choose the latter.

“We haven’t yet found a business model with which we’re comfortable and that we feel properly addresses the long term interests of our authors,” says Rothberg.

But they will, says Mark Meckler, chairman of the entrepreneurship and innovation department at the University of Portland School of Business.

“We went through this same battle with music,” Meckler says.

In Meckler’s world, the issue of ebooks and libraries comes down to groups he calls innovators, early adapters and the early majority. Ten years ago, he says, Napster provided software that allowed anyone with a computer and a connection to illegally download music. The people he calls early adapters began sharing songs and record companies and artists lost revenue. Then the early majority rationalized the illegal practice and did the same.

Eventually, all the major stakeholders got together, Meckler says, figured out they were all losing money and found a solution, which included a Digital Rights Management agreement to ensure copyrights. The key was finding a price for legally downloading music that convinced the majority of listeners that they’d rather pay than do something they knew was illegal.

That price was 99 cents a song.

“Even a dollar fifty was too much,” Meckler says. “Somehow 99 cents worked.”

A clunky system
It is likely, he says, that innovators will devise software that will allow the theft of library ebooks. And early innovators are likely to use that technology to illegally download ebooks, unless somebody develops a software standard that satisfies libraries, publishers, authors and readers.

“It is inevitable,” Meckler says. “It’s a matter of patience and it’s hard when you’re the library, because you want to do what is good for your community. Yet if they give out the books before the protective technology the copyright laws are going to get infringed.”

Meckler says the library will have to act as the late majority in this process — the consumers who don’t adopt a new technology until it is “absolutely proven.”

But he has little doubt that will happen. The key for libraries, he says, is that as the ebook version of Digital Rights Management standards gets perfected, the libraries get a voice to make sure the model adopted works well for them.

For example, Meckler says, libraries prefer to maintain the privacy of patrons. But companies through which libraries buy or lease ebooks might prefer a model in which the libraries get ebooks cheap, but the companies get the borrowing habits of library patrons — valuable marketing data.

Another issue to be dealt with, according to Oehlke, is the mechanism by which library patrons download books. The system used by Multnomah County requires readers to go to an online catalog of a company that leases the ebooks to the library. There, readers can download software to their own computers and move the ebooks to their own reading devices. The ebooks stay on those devices for three weeks before software makes those books disappear.

One benefit of the system is that ebook readers can’t accrue overdue fines. But overall, Oehlke says, the system is “clunky.”

As far as creating the friction publishers want, Oehlke has hopes for a new proposal coming out of her national committee. Library patrons who visit the library website and put a hold on an ebook would get a pop up message on their computer screens. That message would say something like, “Wait too long? Why not buy it?” according to Oehlke. And the screen would provide a one-button link to a site that sells the book.

Readers with enough money could buy the book, and those without would wait.

Meckler says he has no doubt that ebooks in libraries will eventually become standard, much as songs legally available by download eventually became standard. But it might not happen at a speed which will satisfy everyone.

“These days, we’re used to everything going so fast, we expect libraries to already have the technology,” he says.
Parent Map

The ABCs of Tutoring Success for Kids and Families in Greater Seattle
October 22, 2012
Written by Kathleen Miller
Filed under: Early elementary, Tweens and Teens, Ages 6-10, Ages 11-14, Ages 15-18

Whether your child needs support this school year to improve his or her grades, master a new subject or prepare to take the SAT, finding the right tutoring resource, at a fee you can afford, can be a challenge. Here are tips from experts on what’s available in services, how to shop different options and some free tutoring resources.

Tutoring options and how to find one

How do you know your child needs a tutor? Merrilyn Larson, a counselor at Meeker Middle School in Tacoma, says that beyond being informed by a teacher or counselor your child could benefit from tutoring support, “grades and attitude toward help are indicators that tutoring may be an option.”

Once you’ve decided to seek tutoring services, you might start by visiting your school website to see if your school has a tutoring coordinator, recommends Susan Huntley, Tutoring Coordinator for Seattle Public School’s Washington Middle School.

Another option is programs at public libraries, she notes. “Eleven Seattle Public Library branches have after-school tutoring programs, as do the Boys and Girls Club, The YMCA, El Centro de la Raza, and other community partners offer after school tutoring at some schools, including ours.” (See below for public library information.)

If you decide to find a private tutor, Larson says that most of her parents shop online for tutors or find them through word of mouth. Resources can range from specific skill support for math or reading, such as the Kumon program, to tutoring centers such as the Sylvan and Huntington Learning Centers individual private tutors. An extensive list of tutoring resources is available on the ParentMap website.

A number of specialized programs also exist, such as Treehouse (for students in the foster care system), Helping Link (for Vietnamese students and families) and Refugee Womens Alliance (ReWA).

The one-on-one tutor search
If you decide that your child would benefit most from working with an individual tutor, Huntley says there are several things to keep in mind. “Most parents would prefer that a tutor have a college educator and local references,” she says. She recommends doing a background check and that the student and tutor only meet in public places where other responsible adults are present.

Cornell Atwater, the center director and franchisee owner of LearningRx of Issaquah, says that parents shopping for tutoring support should ask for references up front and conduct an interview with the potential tutor before agreeing to services.

"Be prepared with questions to ask at the interview as if you were hiring a person for a job. Have your child give you feedback on his or her first impressions of this tutor as getting 'buy-in' has a direct impact upon how successful the tutoring sessions will be," she says.

She also recommends asking for examples as to how the tutor would keep your child motivated “especially if the subject matter is something he or she [your child] dislikes."

And be sure to ask your would-be tutor about the methods and content they plan to use. Huntley notes that they should be very specific about materials and resources.

**Tutoring fees**

What should you expect to pay for a one-on-one tutor? Fees range widely, anywhere from $10-$25 an hour on up to $60 or more, depending on a tutor’s experience and other factors. Individual tutors negotiate their hourly fee while tutoring centers often have a weekly or monthly fee, plus a registration fee.

Certified teachers, not surprisingly, tend to charge more per hour for tutoring than college or high school students and non-certified instructors. Some tutors may charge less per student for two or more students in a session.

**How to check for progress**

Merrilyn Larson says ideally after engaging the services of a tutor a parent should see concrete outcomes such as "improved grades, improved student attitude toward tutored subjects and an improved attitude towards learning over the school year."

Susan Huntley says that the tutor should be in regular communication with the parent about specific observations about a student’s progress (general comments like "he’s doing great" don’t cut it). When possible, she says, teachers should be able to communicate with the tutor as well "so the work remains aligned with school expectations."

**Affordable tutoring options**

If a one-on-one tutor for your child seems beyond reach, there are alternatives and ways to cut costs. Here are a few:

**Hire a student.** Mary Beth Gunson, M.Ed, Ed.S, a Counselor at Bellevue’s Interlake High School, says that while hiring a certified teacher as a tutor is ideal, it’s also the most expensive option. “Sometimes older high school students or college students make great tutors and their rates are much lower.”

**Check your school.** Gunson says that in addition to enlisting the help of a paid tutor, students can often find free help at their school. In her district, free tutoring support is even available on site at the district’s middle and high schools.

**Go online.** Online education resources are increasing rapidly; many are free and can help serve as tutoring support. The Khan Academy, for example, offers short mini-lessons on almost all academic subjects. Gunson notes that the Khan Academy “is especially helpful for math support.”
Log on to the library: Many library systems around Puget Sound also offer free online tutoring support; all you need is a library card.

The [Seattle Public Library system](#) offers online homework from tutors in math, science, English and social studies seven days a week from 1 p.m. to 10 p.m. in Spanish and English. You can also "ask a librarian" questions via chat 24 hours a day. In addition, says Youth Services Manager Julie Ann Oiye, "We provide in-person [Homework Help](#) at 11 branch locations around the city of Seattle."

Similarly, [Tacoma Public Library](#) also offers online homework for kids grades 3-12 from tutors seven days a week from 1 p.m. to 10 p.m., in Spanish and English. Kids can access both homework help and "skills building" help. You can also "ask a librarian" via chat.

At [Kitsap Regional Library](#), students get homework help Monday through Saturday from a live tutor online through a program called Brainfuse (SPL also uses this system). Like most libraries, it also offers premium databases such as Proquest "where students can find information from thousands of sources to help with research papers and projects," says Sharon Grant, Digital Branch Manager of Kitsap Regional Library.

The [Pierce County Library System](#) also offers online homework help. Students may access the online service on their computers or mobile devices at [piercecountylibrary.org](http://www.piercecountylibrary.org) (search the site for "homework" every day from 1 pm to 10 p.m.)

The [King County Library System](#) provides "materials, in-person and online tutors, and online resources to support all students in all subjects and for test preparation," says Terry Claypool, the Manager of Staffing Support Services.

A specific program offered at many KCLS branches is [Study Zone](#), a drop-in program which provides both in-person and online tutors. The in-person program is done in a group format, with one to five students working with each tutor.

*Kathleen F. Miller is a Sammamish-based writer, artist and mother of two. Her daughter has used the Khan Academy website as a resource for math homework and her son is enrolled in the Redmond Ridge Kumon program.*
WHAT’S HAPPENING

- Pierce County general election results November 2012
- Macmillan to drop print, go all digital with dictionaries
- Pierce Transit must regroup, rethink after Prop. 1 defeat
- Apple and the desire for control
- University Place considers tax incentives to help boost Town Center
- Booksellers resisting Amazon’s disruption
Pierce County General Election Results November 2012 Final
November 28, 2012

Pierce County Auditor
Official Election Results November 27, 2012 Certified

Registration & Turnout 442,985 Voters
Voter Turnout 349,476 78.89%

Pierce Transit Special Election Proposition No. 1
Sales and Use Tax Increase (.03% increase for a 0.9%)

Approved 100,239 49.83%
Rejected 100,943 50.17%

City of DuPont Special Election Proposition No. 1
Levy for Public Safety Buildings and City Hall and Public Services (increase up to $0.975/$1,000 of assessed value and not to exceed $2.14/$1,000 of assessed value in 2013 and increase the levy each year through 2019)

Approved 1,345 39.75%
Rejected 2,039 60.25%

Town of Eatonville Special Election Proposition No. 1
Maintenance and operations levy, to cover the town’s general expenses, of $1/$1,000 of assessed property value

Yes 464 40.03%
No 695 59.97%

Fire Protection District No. 16 Key Peninsula Fire Special Election Proposition No. 1
Property Tax Levy for Maintenance and Operation Expenses
Levy excess taxes on all taxable property and increase the level of fire and emergency medical services: $0.44/$1,000 AV in 2013; $0.46/$1,000 AV in 2014; $0.49/$1,000 in 2015; $0.49/$1,000 in AV in 2016

Yes 5,578 66.02%
No 2,871 33.98%

Fire Protection District No. 23 Special Election Proposition No. 1 for Towns of Ashford, Elbe, & Alder
New regular property tax levy rate in 2013 for $1.50/$1,000 AV, lifting revenue limitation.

Approved 306 50.08%
Rejected 305 49.92%
Macmillan to drop print, go all digital with dictionaries

By Chicago Tribune
November 06, 2012 2:00 AM

CHICAGO — Macmillan Education said Monday it will cease publishing a print edition of its dictionaries, following other publications into an online-only format as print sales decline.

Final editions of the dictionaries now are being printed.

Macmillan Education, a unit of Macmillan Publishers Ltd., said it will focus on its expanding digital resources, including an English language dictionary and thesaurus, a column on emerging words and Open Dictionary, which allows users to submit new words and slang such as Frankenstorm. Macmillan said its online venture has seen explosive growth since its launch in 2009.

Editor-in-Chief Michael Rundell said the printed dictionaries mostly sell in the English-as-a-second-language market in Asia and South America. The United States became a primary market when the dictionary became available online, which generates about 10 million visits a month, Rundell said.

However, he said, demand for printed books steadily has declined. As an example, Rundell said that in 2002, when the company began publishing dictionaries, 50,000 copies were sold in Korea. Now, he said, sales would be just a fraction of that figure because Korean students do everything online.

Still, he said, he sees exiting print as positive because it ends the space issue.

"The print edition was limited. Lots of dictionaries are difficult to read because everything has to be compressed; there are lots of abbreviations. They are designed to fit a lot of information in a small space and there is not that problem on the Web."
Editorial

Pierce Transit must regroup, rethink after Prop. 1 defeat

Post by TNT Editorial Board / The News Tribune on Nov. 17, 2012 at 3:28 pm |

This editorial will appear in Sunday’s print edition.

Now that voters have rejected a permanent sales tax increase for Pierce Transit, what’s Plan B?

In the runup to the Nov. 6 election, the agency said that if Proposition 1 failed, it would have to cut weekend and evening service (after 7 p.m.) – on top of cuts that already have been made. From early spring 2014 to 2017, service hours would be cut from 419,000 to 197,000. Shuttle service for the elderly and disabled, which has been reduced significantly already, would be cut back even more.

The agency must revisit that Doomsday scenario. If Pierce Transit winds up squeezing its runs that radically, its usefulness as a regional transit agency will be radically diminished.

Many people depend on need bus and shuttles to get to work, school, stores and medical appointments. The need doesn’t always conform to weekday hours. Low-income workers, in particular, rely on buses in the evening and on weekends; many of them juggle multiple part-time jobs and have no other way to get around. For the elderly and many with physical impairments, shuttle service is an essential lifeline to the outside world.

If the economy bounces back strongly, providing more revenue for Pierce Transit’s existing .06 percent sales tax, the agency should be able to avert Doomsday. The estimated cutbacks were based on a very slow economic recovery; so far, the recovery has been outpacing the assumptions.

Without an expanded sales tax, some cutbacks are probably inevitable. Pierce Transit’s management and board again face hard choices in the coming months. Everything must be on the table, including further service area contraction and another attempt at a sales tax increase.

Whoa, you might be thinking. Voters just nixed that; why even consider another it?

But it was a very narrow defeat. The electorate came close to approving the largest tax increase Pierce Transit could have put on the ballot – a .03 percent sales tax increment that would put the total sales tax bill in Tacoma and parts of Pierce County among the highest on the West Coast. Car dealerships would have been particularly affected.

And it would have been a permanent tax increase.

Too many voters were uncomfortable with that combination. They feared that, once the economy improved and Pierce Transit had the .03 percent locked in place, the agency’s recent cost-control measures would fall by the wayside. Union members who had agreed to wage freezes and paying
more for their health care might again seek compensation packages that look overly generous to the folks paying for them.

The board should consider a smaller tax increase — with a sunset clause to hold itself accountable for future fiscal stewardship. The agency would then be motivated to continue controlling costs and — much like fire and school districts — periodically make the case to voters that their money was being used wisely.

Today, rightly or not, a majority of voters don’t think that’s happening. And on Nov. 6, they made it clear that they weren’t about to give what amounts to a blank check with no expiration date.
Apple did not invent the notion of using cellphones to play games and carry out small tasks, but it certainly made the concept its own. Its app store is the one all developers want to get into, despite the much larger market share claimed by Google’s Android. There are so many competing devices using Android that developers say they have a hard time optimizing their app for that system. Besides, customers are used to spending money for Apple apps, but they tend to want Android apps for free.

All this gives Apple power far beyond its operating system’s 20 percent share of the mobile market. At some point, however, that power might be detrimental for the Internet as a whole.

The big Internet companies — Apple, Amazon, Google — are all pursuing a “walled garden” approach, where they hope to do so much for their customers that they will never leave (Maybe it should be called a “Hotel California” strategy). Internet policy experts did not like walled gardens when America Online built one in the 1990s, and they do not like the prospect of another one triumphing now.

A private universe, they suggest, will ultimately prove a dead-end for innovation — and possibly for tech-sector jobs as well.

“If someone else controls the distribution of your work, and the pricing, then you don’t have a company, you have an affiliate,” said Brewster Kahle, founder of the Internet Archive, a nonprofit digital library.

If the goal is a diverse and truly free market for all tech entrepreneurs, “you won’t get there from here,” he added. “But if you want it to be a mall, we’re well on the way.”

As with most mall owners, Apple screens out those businesses it judges unworthy or inappropriate. Perhaps it is not surprising that a 2010 app from Tawkon, an Israeli start-up, did not make the grade; it estimated the amount of radiation the iPhone was emitting.

“No interest,” Steve Jobs, Apple chief executive, e-mailed Tawkon, according to the company. An Android version of the app has been downloaded hundreds of thousands of times and gets generally good reviews.

“We believe that Steve Jobs didn’t want to associate the iPhone with anything that could have a potential health risk,” a Tawkon cofounder, Gil Friedlander, said in an e-mail. “That said, Tawkon, as our name infers (‘talk-on’), was always a great advocate of mobile phones while empowering users (adults & kids) to use them responsibly.”

Another start-up, Fandor, a subscription service for independent films, had a different sort of problem. Fandor’s app has been downloaded over 100,000 times from Apple. Naturally, it wants
to market to these fans directly. But when members subscribe to the service through Apple, it cannot. Apple considers the e-mail addresses its property.

"The more Apple can control, the more it will control," said Dan Aronson, Fandor's chief executive. "It's nice to be king."

Apple declined to comment on Tawkon or Fandor, but in general has maintained that tight control is essential for ensuring the quality of customers' experiences. The company screens out potentially buggy or completely ridiculous apps, for example. And Apple says the vast majority of apps — more than 95 percent — are accepted on the first submission.

Mr. Kahle is not reassured. "Apple is creating a feeder system where they get to learn everyone else's business model and then get to compete with them," he said. "The lock-down is the biggest issue in the tech industry. There is a difference between the rule of law and the rule of mall police."
University Place considers tax incentives to help boost Town Center
CHRISTIAN HILL
Last updated: November 26th, 2012 07:04 AM (PST)

Officials in University Place are weighing whether to give up property tax revenue for nearly a decade as part of a deal with developers that would keep construction activity humming at the city’s slow-moving Town Center.

The University Place City Council will consider offering an incentive to developers of one mixed-use building now under construction in Town Center so the developers can put up a second building.

The state tax incentive is similar to what Tacoma used to encourage condominium development downtown and other multifamily projects near the Tacoma Mall in the last decade.

University Place City Attorney Steve Victor said establishing a multifamily property tax abatement is the “only thing” UP officials could come up with to spur construction of another underground parking garage at Town Center. It would serve as the foundation for a new mixed-use structure envisioned for apartments and retail space.

His presentation to the council last week was an initial briefing; further discussion and any decision isn’t expected until early next year. There was little discussion after Victor’s presentation, but it appeared council members were interested in talking about it more.

For the past decade, the city has been working to develop a walkable downtown on a dozen acres along Bridgeport Way West; so far, the main attraction is a library branch that opened last year.

But UP is unable to borrow more money without voter approval. It owes more than $50 million in bond debt issued to develop Town Center and pay for street and other improvements. It also has spent the bulk of the nearly $5 million made available through a state revitalization program last year.

Here’s how the tax-abatement program works:

Under state law, cities designate areas where there’s a shortage of “available, desirable and convenient” residential housing, including affordable housing. City councils can establish the area only after holding a public hearing.

Developers can then apply for a tax abatement on the residential portion of any development they plan to build in the targeted area.
Those who are granted the incentive don’t have to pay property taxes for eight years, or 12 years if it qualifies as affordable housing. Property taxes continue to be paid on the land and any commercial development.

The incentive is attractive to developers because it gives them an increased ability to secure project financing, Victor wrote in a staff report.

“An eight-year abatement from property taxes provides more flexibility to make projects pencil financially, and financial institutions are more willing to provide development loans,” he wrote.

Victor said he was working for the City of Tacoma when it established its property tax-abatement program that led to multifamily housing primarily downtown and near the Tacoma Mall.

“Wherever you put it, you will see housing go up,” Victor told the council.

City leaders also could choose to make the incentive available to developers beyond Town Center to accommodate population growth. The program would let officials target areas for development of apartments or other multifamily housing so it doesn’t intrude on single-family neighborhoods they want to preserve, the city attorney said.

Councilman Javier Figueroa raised concerns about taking property off the tax rolls at a time when UP is struggling to pay for basic services. But he said he’s interested in exploring this idea because there’s no tax on the rolls now.

The idea behind the incentive is that eventually the properties will go on the tax rolls at full value, producing far more government revenue than the undeveloped or underdeveloped land they were built on.

“If that (the incentive) brings about development sooner rather than later, that’s great,” Figueroa said.

Currently at Town Center, construction is well under way on a five-story mixed-use building atop a publicly financed parking garage on the north side of the civic and library building, known as Lot 8.

Brothers Kevin and Steve Berg of Tacoma-based SEB Inc. are developing the project, which features 100 apartments and 12,000 square feet of retail space. The Bergs paid the city $800,000 for the rights to develop atop the garage.

The brothers, who didn’t respond to a reporter’s phone message or email left at their office last week, are interested in developing a similar mixed-use project on the south side of the civic building, known as Lot 10, Victor said.

The purchase agreement for Lot 8 gave them first right to acquire Lot 10.
But the city doesn’t have the money to construct the planned parking garage that would serve as the foundation for the new building. Officials estimate the project would cost about $10 million, and all they have is $1.7 million remaining from the state revitalization funding.

It’s too soon to tell how much property tax revenue the city would be forfeiting, or whether it would cover the $8.3 million needed for the second project.

Victor and the Berg brothers have discussed the city implementing the tax abatement, with the developer in turn constructing the garage and mixed-use building. The city would then buy parking stalls from the brothers for public use with the $1.7 million in remaining funding.

Lakewood and Tacoma are among the local cities that have taken advantage of the multifamily property tax abatement that state lawmakers established in 1995.

Jim Colburn, who coordinates the program in Tacoma, said officials established the incentive the following year.

“We were lobbying it for some time because we needed more housing in Tacoma,” he said.

Developers have used the incentives to construct more than 2,700 dwelling units in Tacoma, according to data compiled by Colburn. It has removed an estimated $303 million in property value from the tax rolls, the data show.

Lakewood started its program a decade ago, but it’s been used for only two projects: the 254-unit Oak Grove Village on Steilacoom Boulevard and the 24-unit Gravelly Lake Townhomes on Pacific Highway. The projects were completed within the past two years.

Community Development Director David Bugher wrote in an email that he’s not fond of the program because he prefers repair and rehabilitation of existing homes to increase ownership opportunities for residents.

But he did say it’s unlikely the Oak Grove and Gravelly Lake projects would have been built without the incentive.

“I guess in a sense the program created a stimulus,” he wrote.
November 4, 2012

**Booksellers Resisting Amazon’s Disruption**

By DAVID STREITFELD

SAN FRANCISCO — Amazon prides itself on unraveling the established order. This fall, signs of Amazon-inspired disruption are everywhere.

There is the slow-motion crackup of electronics showroom Best Buy. There is Amazon’s rumored entry into the wine business, which is already agitating competitors. And there is the merger of Random House and Penguin, an effort to create a mega-publisher sufficiently hefty to negotiate with the retailer on equal terms.

Amazon inspires anxiety just about everywhere, but its publishing arm is getting pushback from all sorts of booksellers, who are scorning the imprint’s most prominent title, Timothy Ferriss’s “The 4-Hour Chef.” That book is coming out just before Thanksgiving into a fragmented book-selling landscape that Amazon has done much to create but that eludes its control.

Mr. Ferriss’s first book, “The 4-Hour Workweek,” sold nearly a half-million copies in its original print edition, according to Nielsen BookScan. A follow-up devoted to the body did nearly as well. Those books about finding success without trying too hard were a particular hit with young men, who identified with their quasi-scientific entrepreneurial spirit.

Signing Mr. Ferriss was seen as a smart choice by Amazon, which wanted books that would make a splash in both the digital and physical worlds. When the seven-figure deal was announced in August 2011, Mr. Ferriss, a former nutritional supplements marketer, said this was “a chance to really show what the future of books looks like.”

Now that publication is at hand, that future looks messy and angry. Barnes & Noble, struggling to remain relevant in Amazon’s shadow, has been emphatic that it will not carry its competitor’s books. Other large physical and digital stores seem to be uninterested or even opposed to the book. Many independent stores feel betrayed by Mr. Ferriss, whom they had championed. They will do nothing to help him if it involves helping a company they feel is hellbent on their destruction.
“At a certain point you have to decide how far you want to nail your own coffin shut,” said Michael Tucker, owner of the Books Inc. chain here. “Amazon wants to completely control the entire book trade. You're crazy if you want to play that game with them.”

Bill Petrocelli, co-owner of Book Passage, a large store in suburban Marin County, expressed similar reservations. “We don’t think it’s in our best interests to do business with Amazon,” he said.

Crown, a division of Random House, took on Mr. Ferriss in 2007, after more than two dozen publishers said no to him. “Crown put in a lot of effort to promote those books,” Mr. Petrocelli said. “He decided to walk away. That’s his decision to make but I can’t say I applaud it. I think writers should be supportive of publishers that are supportive of them.”

This isn’t a full-fledged boycott. Books Inc. and Book Passage said they would special order “The 4-Hour Chef” for anyone who wanted one. And some independent stores will even display it, if not enthusiastically.

Green Apple, another big independent San Francisco store, said it would stock the book, figuring that if there was money to be made on its sale, better Green Apple make it than Amazon. But Kevin Ryan, the store’s buyer, said there were limits. “We’re not going to go out of our way to promote something from Amazon,” he said. “We’re not going to stretch.”

When Mr. Ferriss signed with Amazon, he celebrated the new at the expense of the old. “I don’t feel like I’m giving up anything, financially or otherwise,” he said.

He has a somewhat different view these days. “By signing with Amazon, I expected this type of blowback,” he said. “I’ve been girding my loins.”

The irony, he added, is that the $35 book was meant to be inviting to the casual browser. Amazon can do many things, but it still cannot let readers examine a book before buying. “This is the kind of book that physical booksellers would be most excited to sell,” Mr. Ferriss said.

Only a few years ago, culture was delivered in discrete doses. “The 4-Hour Chef” would have been in the chain bookstores by the stacks and in independents by the handful. You wanted a book, you went to the bookstore. Simple.

Now the technology overlords — Amazon, Google and Apple — are competing among themselves and with other players to control how the culture is consumed. Amazon’s Kindle Fire was introduced last year to carve out some space from Apple’s iPad; since then, Google and Microsoft have brought out their own tablets.

There is constant jockeying for position. Amazon, for instance, is at odds with Wal-Mart and Target, both of which have stopped selling the Kindle, worried that it is a Trojan horse that will lure their customers away.
All the technology companies hope to bind users to their devices as tablet use explodes. There are about 70,000 activations every day of tablets powered by Google’s Android software. That is a vast number of potential readers, but Google Play, a media store for these devices, does not offer the big books Amazon published this fall. It does, however, offer downloads of a popular book Amazon published several years ago, “The Hangman’s Daughter.”

A Google spokeswoman referred calls to Amazon. “We’re going to decline to participate,” an Amazon spokeswoman said.

Wal-Mart, asked if it would be selling “The 4-Hour Chef,” said only that it would be offered online through Walmart.com. Target said it isn’t carrying the book, although it is carrying both online and in stores other new cookbooks published by the traditional presses, like Lidia Matticchio Bastianich’s “Lidia's Favorite Recipes.”

Amazon has been publishing books since 2009. Most of its imprints are run out of its Seattle offices, including lines for mysteries and romances. Authors who write for these imprints say they are doing well, sometimes extremely well. Their sales are largely digital. They live within the Amazon ecosystem, selling their books from the retailer’s Web site.

For the moment, though, a book that aspires to be a genuine national best seller needs more than that. And that is where the books being acquired by Amazon in New York, which are distributed to the book trade by Houghton Mifflin Harcourt under the New Harvest imprint, are faltering.

Its editors, led by a longtime publishing operative, Laurence Kirshbaum, seem to have backed off, at least for the time being, from buying prominent books.

“I had expected more,” said Sucharita Mulpuru, a Forrester technology analyst. “I expected them to find the next ‘Hunger Games.’ I expected the next Harry Potter to come through Amazon. They have not changed the world like many assumed they would.”

In September, Amazon published the movie director Penny Marshall’s “My Mother Was Nuts.” According to Nielsen BookScan, it has sold 8,000 hardcover copies. “That should have sold 50,000, but they couldn’t go through the brick and mortar stores,” said Mr. Tucker of Books Inc. He declined to sell that one too, and so apparently did just about everyone that wasn’t Amazon. Ms. Marshall’s agent did not respond to an e-mail requesting comment.

As publication approaches, Mr. Ferriss has started aggressively promoting “The 4-Hour Chef” on his blog, announcing a weight-loss contest. The book might need all of his considerable promotional talents. It has not yet generated instant heat even on Amazon; on Sunday it was ranked No. 597 in books and 4,318 in the Kindle Store.

“The 4-Hour Workweek,” in an updated edition published in 2009, was by contrast No. 328 in books and 2,723 in Kindle.
"The nature of experiments is that sometimes you succeed and sometimes you fail," Mr. Ferriss said. "This could be a landmark in a lot of ways, for better or worse."