

Library Director's Report

May 2022

2022 Trustee Election

The trustee election took place on May 3rd at the Library. Lanna Waterman, Patty Shumway, and John Bartimole ran for the 3 open seats. Patty, with 52 votes, was elected to a 5-year term, filling Linda Edstrom's soon to be vacated seat. Lanna Waterman, with 42 votes, was elected to a 5-year term, filling a new term in her own seat. John Bartimole, with 38 votes, was elected to a 2-year term, completing the remainder of Mike Kasperski's term, which he resigned from in 2021. Congratulations to all!

Personnel Updates [Action Item]

John Fidurko has been temporarily appointed to the Business Office position, to cover an unexpected medical leave of absence. He has been appointed on a Junior Accountant line per Civil Service and will be eligible to stay in the position for a minimum of 3 months. The Board should approve this temporary appointment.

So far, we have been unsuccessful in finding anyone to fill the newly posted Children's Department page position. The posting is still up on our website and is still being posted on our social media pages.

FMLA Policy [Action Item]

In researching our FMLA policy (see attached), I came upon the following language on the Dept. of Labor website:

Public Agency and School Employees

Although public agencies and elementary and secondary schools are covered employers without regard to the number of employees they employ, public agency and school employees must still meet FMLA eligibility requirements. This means that an eligible employee of a public agency or school is one who:

- Will have worked for the employer for at least 12 months as of the date the FMLA leave is to start,*
- Will have at least 1,250 hours of service for the employer during the 12-month period immediately before the date the FMLA leave is to start, and*
- Works at a location where the employer employs at least 50 employees within 75 miles as of the date when the employee gives notice of the need for leave.*

Generally, a public agency is treated as a single employer for purposes of determining employee eligibility. For example, a state is a single employer, a county is a single employer, and a city is a single employer.

We are not a part of the school district, and we have never had 50 employees; rather always around 25. Therefore, I reached out to Joe Saeli to ask whether our employees are actually covered by FMLA, and if we're even legally allowed to provide FMLA coverage to Library staff. Saeli responded that he didn't realize we consistently have well under 50 employees and

confirmed that FLMA does not apply to OPL. The Board should approve removing the policy from the Handbook.

Friends of the Library

The Friends' "Peg Bothner Bookmark Contest and Awards Ceremonies" were held on Saturday, May 7th. There were two separate ceremonies, one at 11 AM (Olean schools), and the other at 2 PM (Portville, Allegany-Limestone, and Hinsdale). There were over 100 people at each of the two ceremonies. It was wonderful to have the event in-person again. It is truly an event that is treasured by community members, and it really provides positive attention for the Library.

News from the Library

Last fall, a professor from the UB Department of Information & Library Science invited me to serve as a panelist for a discussion on library management in a graduate-level course. The panel discussion was held virtually on April 25th. I represented public libraries, while other speakers represented academic and special libraries. It was really nice to have the opportunity to talk with students considering a career in library administration. The discussion points and questions centered primarily on some of the biggest challenges faced by administrators, the kinds of courses and training that will help students succeed in management, and what we see as the future of libraries. My advice to students was to take as many HR classes as possible. That turned out to be the number one piece of advice from all of the directors on the panel!