

Dear CPL Leadership Team,

As frontline workers who are dedicated to serving our community, we are compelled to address the recent attack on our colleagues and patrons. We all have a right to libraries that are safe and deserve infrastructure to help staff prevent, manage, and recover from harm. As a result, we request the immediate implementation of requests shared by King Branch staff with the Local 1215 Health and Safety Committee, and the inclusion of frontline workers as members on both the reinstated Immediate Response Working Group, and on the future CPL Safety Task Force.

Alongside our King Branch colleagues, we request that immediately:

1. "Panic buttons" be installed or repaired at all locations lacking operational buttons.
2. Policy be implemented allowing branch closure and staff release from duty for a minimum of 1 working day following a violent incident.
3. At King Branch:
 - a. Installation of a new (or renovated) circulation desk with locking doors;
 - b. Installation of new locks on the bathroom door that would indicate vacant or occupied;
 - c. Installation of cameras and bright lights inside and outside the branch.

Additionally, we request that the Immediate Response Working Group (IRWG) adopt fuller frontline worker participation and expand its scope so as to begin the work of the future CPL Safety Task Force. Both the IRWG and the Safety Task Force will benefit from enhanced frontline worker representation. We are requesting that CPL administration go further than holding listening sessions, and make listening to frontline workers a sustained endeavor that is integrated into our library's organizational structure. For equitable representation on the IRWG and the Safety Task Force, we request that on each of these bodies a minimum of two workers—one from reference staff and one from clerical staff (including part time workers)—from each library district serve as members.

Thank you for considering our call for immediate implementation of King Branch's requests, along with the changes to the goals and membership of the IRWG and the Safety Task Force. We request an update on implementation of the immediate requests by the next H&S meeting and updates on the changes to the IRWG structure by the first meeting of reconvened IRWG, deliverable to Local 1215 leadership.