

► Be prepared to spend a lot of time and energy. Enterprise bargaining is going to come as a shock to a lot of people. Relatively few enterprise agreements have been made partly because it requires a change of behaviour in both employers and employees to start negotiating directly, and a commitment of resources. For example, both sides will need information and training in negotiation. In particular, the employee representatives will need time within the work day to conduct their business (so as not to discourage those workers with outside commitments, such as families, from participating). Employee representatives will also need access to office equipment. Time and facilities need to be provided to allow the committee to communicate the progress of negotiations to the rest of the employees.

If an enterprise/industrial agreement is made, limit its period of operation. An enterprise/industrial agreement will be something of an experiment, so it would be wise to limit its period of operation (perhaps 12 months), and build in a monitoring and review process. When the agreement reaches its nominated termination date, you can opt to return to the award, or negotiate a new agreement. Depending on jurisdiction if neither party acts to terminate, it may continue in force after its expiry date (States) or cease automatically (federal s115 certified agreements).

I hope all this information will be of some use and help to clarify some of the more important issues surrounding enterprise bargaining. If you want to read further I would recommend one recent and relatively brief book: *Enterprise Bargaining: A Practical Approach* by Paul Ludeke and Brad Swebeck published by The Federation Press. □

Ronald Mervyn McGreal, BA FLAA, 1906-1992

A personal reminiscence by Laurie Brown

RON McGreal's death on 17 April was announced in the Sydney Morning Herald. His contribution to librarianship in Australia and particularly in New South Wales will, I hope, be written in detail by someone with access to the records of his work. This short personal reminiscence does not cover his full career.

Ron's contribution to the development of public library services in New South Wales tended to be overshadowed by that of John Metcalfe and therefore has been considerably undervalued. He neither sought, nor was awarded any accolades.

It was after his war with the Army Education Service, in charge of the library secretariat, that he joined John Metcalfe at the Public Library of NSW. Together, they set out to build a state-wide public library service from scratch with nothing but the stimulus of the Munn Pitt Report and the Libraries Act (NSW) 1939 as the tool. Virtually no public library services existed apart from the City of Sydney and Broken Hill.

The Library Board of NSW had been created under the 1939 Act. Ron was appointed secretary in 1945 and held the position until 1962. John Metcalfe's accounts of them both stumping around the state to explain to local councils the benefits of public library services to their populace and to persuade them to adopt the Act and receive a subsidy are legendary.

But it was Ron who added flesh to the bones. It was he who explained to councils how to begin, he who arranged to ensure that reasonable people were appointed to run the new services, he who helped them find suitable premises, he who developed the system of book acquisition which continued to be used for many years by remote and small councils, and it was he who then ensured that the libraries were run properly.

Ron dealt with the red-neck cocky, the conservative squatter and the Marxist councillors and aldermen with equal aplomb. He fought battles about censorship, about the 'little woman' in the library being responsible for book selection, and many other administrative matters. In his own quiet and persuasive manner he usually won these battles.

He travelled the state widely and often, usually by train (that was the way public servants had to travel), but occasionally in his own large Oldsmobile (late 30's model). He was known and respected by virtually every town and shire clerk in the state.

He sought trained or semi-trained staff for the new libraries—this was a time of too many libraries chasing too few librarians. He welcomed the foreigners like me and settled them into appropriate niches. He befriended them and made them feel at home and part of the system.

I retain fond memories of this kindly humanist, the pots we had at the old Metropole and the stimulating discussions about libraries, politics and the world in general. □



Ron McGreal in 1969, Deputy Principal Librarian, Public Library of NSW, (Photo by Images Now, from an original in the Mitchell Library)

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