SOUTHEASTERN NEWS

November 2026

Volume 21, Issue 11

Welcome to November! Here is what we have in store this month:

- Ask the Lawyer Special Edition
- SEAL Newsletter
- Employment
- Advocacy Day
- Professional Development

From Ask The Lawyer

Special Announcement: Ask the Lawyer received an inquiry about New York's new Labor Law 210-b, which goes into effect November 8, 2026. The law allows all employees to have access to their personnel files and other rights. Does this law apply to public libraries and other education corporations? If so, how do we follow it?

See the message below from Cole at Ask the Lawyer's answer, and click through to see all templates!



Yes, this law applies to ALL employers in New York, no matter how small, private or public, union or non-union. We're all in this together! The law is linked in the question and, as laws go, is fairly clear.

While the law doesn't require that an employer pass a policy, it is intricate enough that a policy and procedure might help with compliance. So, to help library council and network members follow the law, below is a template policy for compliance.

I imagine there will be follow-up questions on this, but here are a few I anticipate:

- There is no exception for past records, so as of this writing (October 23, 2026), the law enables access to ancient personnel files;
- Interestingly for the "digital age" the law requires that "personnel files" (which are defined in the law) be kept in hard copy.

Thank you to the Ramapo Catskill Library System and the Westchester Library System for inspiring a timely answer to this question!

CAUTION

This "Labor Law 210-b Personnel Records Policy Template" was created by The Law Office of Stephanie Adams, PLLC as part of a presentation for the Westchester and Ramapo Catskill cooperative library systems. Courtesy of the systems, it is licensed for use by all members of a regional library council or network in New York. As with all templates, a final version should be customized to the user and reviewed by legal counsel. This document is for a general audience and is not legal advice. For further permission to use, write to info@losaplic.com.

Click to view the Ask The Lawyer policy and email templates that comply with this new Labor Law.

SEAL Newsletter

In case you missed it, here is the October SEAL newsletter (.pdf) Check out information on:

- Keeping Contact Information Up To Date
- SEAL Webinar Recordings
- General Inter-library Loan News

Would you like this newsletter delivered straight to your inbox the day it is published? The wait is over - sign up to receive the SEAL Newsletter here.

Employment Opportunities

Local library jobs are listed on our employment page here: https://www.senylrc.org/jobs

We receive updates all the time and post them as soon as possible. You can submit your listing by sending an email to jobposting@senylrc.org.

NYLA Advocacy Day

Save the date for Pre-Advocacy Day on **Tuesday, February 2**, and Library Advocacy Day on **Wednesday, February 3**, both in Albany.

All are welcome and encouraged to meet with state legislators, share their support for libraries, and contribute their individual stories about why libraries matter. If you're interested in attending and have questions, please reply to this email and we can help with matters of timing, transportation, and talking points.

The New York Library Association (NYLA) is asking library advocates across the state to tell representatives that libraries need increased funding in this year's State Budget.

NYLA has shared the following FY2028 State Budget requests:

- Library Operating Aid: $188 million
- Library Construction Aid: $175 million
- Library Materials Aid: $22/pupil
- NOVELny: $3.5 million

from Southeastern NY Library Resources Council

Professional Development

If you plan to attend the NY Library Association conference this week, see below for some special programs and events planned by Empire State Library Network.

ESLN is sponsoring two events focusing on civic participation and featuring Pete Davis, author of *Dedicated: the Case for Commitment in an Age of Infinite Browsing* and co-director of the documentary *Join or Die*. In these works, he argues that purposeful commitment builds the social connections key to a functioning democracy—an assertion that corresponds directly to the long-haul culture-building work of libraries.

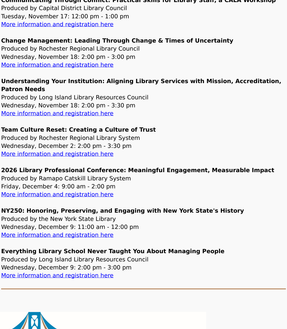
Here are the times and dates of the events:

- Thursday, November 5, 4:00 pm - 5:15 pm: **The Counterculture of Commitment**, with Civic Advocate Pete Davis
- Thursday, November 5, 5:30 pm - 6:30 pm: **The Counterculture of Commitment: An After Party** at Northshire Bookstore (The first 100 people to arrive at the reception will receive free drink tickets!)
- Friday, November 6, 11:00 am - 12:15 pm: **Leadership: It's Not About You**. Presenters: **Tessa Killian**, Southeastern and **Becky Albitz**, James A. Cannavino Library Marist University
- Friday, November 6, 2:15 pm - 3:30 pm: **How Library Work Prepared us to Become Municipal Leaders.** Presenters: **Carolyn Bennett Glauda**, Southeastern, Amy Smith, **Dover Plains Library**, and **Jona Favreau**, Upper Hudson Library System
- Saturday, November 7, 11:00 am - 12:15 pm: Making Digital Equity More Equitable. Presenters: **Lyndale Guy**, Southern Tier Digital Equity Coalition and **Claire Lovell**, SCRLC

Information Literacy Instruction SIG
Friday, November 13, 2026
2:00 pm - 3:00 pm
Online via Zoom
More information and registration here

Topic: AI, instruction, and ethics

This special interest group meeting serves as a follow-up to the previous Info Lit SIG focused on AI. Join us for another conversation about how you're approaching asynchronous and in-person info lit instruction with the prevalence of AI. Of specific interest for this session is how we might approach instruction and the ethical issues surrounding AI. Topics may include the environment, copyright and privacy, hype, and other related subjects. This SIG is open to librarians from all types of institutions, as we share resources and ideas.



ESLN is pleased to announce a new AI webinar series beginning in December 2026, Libraries & AI Skepticism!

Across library types, there is a divide in how staff approach AI: enthusiasm and early adoption vs skepticism and caution. This series of webinars will feature a range of AI experts diving into pressing AI topics, with the goal of bridging that divide to help library staff understand both the risks and potentials of AI. By the end of this series, we hope attendees will not only feel confident about their knowledge of AI in order to best serve their communities, but also feel empowered to be advocates for ethical, values-driven AI policies and procedures.

Attendees may pick and choose which virtual sessions to attend based on their areas of interest or choose to complete the entire Libraries & AI Skepticism series.

Webinar Series Overview:

December 9, 2026 @ 2pm: Essential Considerations: AI, Decision-Making, and the Bigger Picture
February 24, 2027 @2pm : The Power to Choose: Libraries, AI and the Ethics of Innovation
April 14, 2027 @ 2pm: AI & Disability: Benefits and Potential Bias
May 12, 2027 @ 2pm: Negotiating AI Terms in Library Licenses
July 21, 2027 @ 2pm: 10 Ways to Avoid AI
August 11, 2027 @ 2pm: Listening First When Your Community Is Skeptical of AI
September 15, 2027 @ 2pm: Cybersecurity in the Age of AI

Links to all registrations are here: https://rlrc.org/2026/10/02/esln-webinar-series-libraries-ai-skepticism/

Tech-Talk Webinars
1-hour sessions on Wednesdays at 3 pm

- Nov 11: [SHARED LEADERSHIP - Part 1] **Rethink How You Lead.**
- Nov 18: [SHARED LEADERSHIP - Part 2] **Seven Conversations That Increase Excellence.**
- Dec 2: [CYBER SECURITY] **Passkeys Are Everywhere Now ... Discover How to Use Them.**
- Dec 16: [AUDIO] **Music That Makes Work Feel Easier.**
- Jan 13: [WRITING] **Small Writing Changes, Big Results.**
- Jan 27: [AI] **7 Unexpected and Remarkably Creative Ways to Use ChatGPT.**

Webinar Details & Register at this link

NOTE: You'll need Southeastern's login info to register! Members can email Moshe Siegel at moshe@senylrc.org to request it if they don't have it.

Other Professional Development

Book Talk; Search Work: A Collective Inquiry Into The Job Hunt
Produced by METRO
Thursday, November 12: 12:00 pm - 1:00 pm
More information and registration here

Rising Above Toxicity: Overcoming Workplace Trauma & Rebuilding Trust
Produced by Capital District Library Council
Thursday, November 12: 2:00 pm - 3:30 pm
More information and registration here

Beyond the Basics: Mastering Service Dog Access in Libraries
Produced by Long Island Library Resources Council
Friday, November 13: 2:00 pm - 3:30 pm
More information and registration here

Communicating Through Conflict: Practical Skills for Library Staff, a CALA Workshop
Produced by Capital District Library Council
Tuesday, November 17: 12:00 pm - 1:00 pm
More information and registration here

Change Management: Leading Through Change & Times of Uncertainty
Produced by Rochester Regional Library Council
Wednesday, November 18: 2:00 pm - 3:00 pm
More information and registration here

Understanding Your Institution: Aligning Library Services with Mission, Accreditation, Patron Needs
Produced by Long Island Library Resources Council
Wednesday, November 18: 2:00 pm - 3:30 pm
More information and registration here

Team Culture Reset: Creating a Culture of Trust
Produced by Rochester Regional Library System
Wednesday, December 2: 2:00 pm - 3:30 pm
More information and registration here

2026 Library Professional Conference: Meaningful Engagement, Measurable Impact
Produced by Ramapo Catskill Library System
Friday, December 4: 9:00 am - 2:00 pm
More information and registration here

NY250: Honoring, Preserving, and Engaging with New York State's History
Produced by the New York State Library
Wednesday, December 9: 11:00 am - 12:00 pm
More information and registration here

Everything Library School Never Taught You About Managing People
Produced by Long Island Library Resources Council
Wednesday, December 9: 2:00 pm - 3:00 pm
More information and registration here

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NY LIBRARY RESOURCES COUNCIL

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Southeastern NY Library Resources Council
21 S Elting Corners Rd
Highland, NY 12528-2805