

Plan Released to Restore Operations

BY WENDI A. MALONEY

A methodical, step-by-step plan for restoring operations on-site at the Library has been mapped out, Library leaders announced during an all-staff virtual town hall meeting on Wednesday. The plan involves three phases with six parts and seeks to reduce the risk of exposure to the COVID-19 coronavirus in Library buildings. The first phase will launch when local conditions related to the pandemic allow, probably sometime in mid-June.

“Your cooperation is going to be vital in making sure that as we go through this restoration of on-site operations ... we all remain as safe and as healthy as we can,” said Librarian of Congress Carla Hayden.

Other speakers at the town hall were Mark Sweeney, principal deputy Librarian of Congress; Ed Jablonski, the Library’s chief operating officer; Sandra Charles, chief medical officer; Joe Cappello, acting director of the Human Capital Directorate; Elizabeth Scheffler, director of Integrated Support Services; and April Slayton, director of communications.

The restoration-of-operations plan is based on guidance from authoritative health sources including the Office of the Attending Physician for Capitol Hill, the Johns Hopkins University Center for Health Security and the Centers for Disease Control and Prevention, Sweeney said.

The plan’s three phases include

OPERATIONS, CONTINUED ON 7



Junior fellows logging on from home on Tuesday included Randi Proescholdt (from left), Digital Collections and Management Services; Lupita Partida, Hispanic Division; Patty Templeton, Motion Picture, Broadcasting and Recorded Sound Division; and Selena Qian, Office of the Chief Information Officer.

Library Welcomes Junior Fellows – From a Distance

The 2020 class will collaborate across four time zones and 22 states.

BY MARK HARTSELL

For nearly 30 years, the Junior Fellows Summer Intern Program has given college undergraduate and graduate students a one-of-a-kind opportunity: the chance to do hands-on work at the world’s largest library and to experience everything the nation’s capital has to offer.

Because of the COVID-19 pandemic that has forced the Library of Congress to close to the public, the Library this summer offered the positions in a new way – as virtual internships, a first for the program.

So, on Tuesday, this year’s cohort of 40 fellows began their intern-

ships not with the usual early morning trip to the Madison Building for orientation but instead by waking up, making breakfast, staying home and logging on.

For the next 10 weeks, they will toil away at workstations that have been social distanced in the extreme, scattered across four time zones and 22 states from Connecticut to California.

On July 22, the term will culminate with another program first: a virtual display day, transforming what has been a one-day public exhibition of the fellows’ work into an online presentation of videos illustrating their efforts. The intern-

JUNIOR FELLOWS, CONTINUED ON 6

DONATED TIME

The following employees have satisfied eligibility requirements to receive leave donations from other staff members. Contact Lisa Davis at (202) 707-0033.

Craig Andrews
Sharif Adenan
Lynette Brown
Eric Clark

Sharron Jones
Terri Harris-Wandix
Donna Williams

RECORDS MANAGEMENT AWARENESS COURSE REMINDER

The Records Management Basic Awareness 2020 training course is available through LOC Learn (<https://bit.ly/2LWftj0>). All Library staff, contractors and volunteers who handle Library records are required to take the course by Sept. 11. It should take about one hour to complete.

Under Library of Congress regulations (LCR 5-810), all Library personnel must take the course annually, and new personnel must take it within 30 days of their start date.

For questions about the course's content, contact records@loc.gov. For technical assistance, contact cld@loc.gov.

More information about records management: <https://go.usa.gov/xwCWF>

BY THE PEOPLE ANNOUNCES NEW STAFF CAMPAIGN

The Library's first-ever staff-only transcription program – By the People's Theodore Roosevelt campaign (<https://go.usa.gov/xwCDn>) – has already logged nearly 15,000 pages of transcribed and reviewed content. Now, By the People is launching a second campaign approved for staff telework: "War Diaries of George S. Patton" (<https://go.usa.gov/xwCDd>). Questions? Contact crowd@loc.gov.

DIGITAL LEARNING PROGRAM COMING SOON

The Digital Strategy Directorate is launching the Digital Library of Congress Learning Program in June to offer staff opportunities to expand their digital skills and get hands-on experience with new digital tools. A six-week curriculum will include staff-led workshops and online talks. The directorate will also host virtual small groups around the Library to share digital techniques and brainstorm new digital approaches to the Library's work and engagement with Congress and the public. To register to lead or facilitate a program, go to <https://bit.ly/36o4msq>. Questions? Contact Laurie Allen at lallen@loc.gov.

BUILDING ACCESS UPDATE

The C Street West doors are closed as of May 4 at the request of the U.S. Capitol Police to support its workforce during the pandemic. Staff should enter and exit Library buildings through the Independence Avenue doors or the Madison Building garage.

Note that from May 29 through June 12, the Second Street entrance to the Madison Building garage will be closed for barrier replacement. Enter and exit the garage during this time on First and C Street. Normal operations will resume June 13.

loc.gov/staff/gazette

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MISSION OF THE LIBRARY OF CONGRESS

The Library's central mission is to engage, inspire and inform Congress and the American people with a universal and enduring source of knowledge and creativity.

ABOUT THE GAZETTE

An official publication of the Library of Congress, The Gazette encourages Library managers and staff to submit articles and photographs of general interest. Submissions will be edited to convey the most necessary information.

Back issues of The Gazette in print are available in the Communications Office, LM 143. Electronic archived issues and a color PDF file of the current issue are available online at loc.gov/staff/gazette.

GAZETTE WELCOMES LETTERS FROM STAFF

Staff members are invited to use the Gazette for lively and thoughtful debate relevant to Library issues. Letters must be signed by the author, whose place of work and telephone extension should be included so we can verify authorship. If a letter calls for management response, an explanation of a policy or actions or clarification of fact, we will ask for management response.–Ed.

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GAZETTE DEADLINES

The deadline for editorial copy for the June 12 Gazette is Wednesday, June 3.

Email editorial copy and letters to the editor to mhartsell@loc.gov and wmal@loc.gov.

To promote events through the Library's online calendar (www.loc.gov/loc/events) and the Gazette Calendar, email event and contact information to calendar@loc.gov by 9 a.m. Monday of the week of publication.

Boxed announcements should be submitted electronically (text files) by 9 a.m. Monday the week of publication to mhartsell@loc.gov and wmal@loc.gov.

Data Jam Offers Sneak Peek into Millions of Historical Images

Innovator-in-Residence Ben Lee is extracting visual content from historical newspapers.

BY SAHAR KAZMI

Soon, more than 100 million images from the Library's Chronicling America collection – one of the largest datasets of visual content ever produced from a cultural heritage collection – will be made available on loc.gov thanks to Ben Lee. He is one of two participants this year in LC Labs' Innovator-in-Residence program. On May 7, Lee and the LC Labs team held a virtual "data jam" to give the public a first look at Newspaper Navigator, the image recognition and exploration project Lee created.

Using a machine-learning algorithm, Newspaper Navigator pinpoints photographs, maps, headlines and other imagery across the more than 16 million pages of historical newspapers included in Chronicling America. The algorithm took 19 days to run through the entire collection, ultimately identifying approximately 10 terabytes of images and related metadata.

"By extracting visual content from the digitized newspapers, Ben's project is creating a first-of-its-kind opportunity to surface new stories in American history through images," said Kate Zwaard, the Library's digital strategy director. "Ben is making history for the Library while pushing computer science research a big step forward."

Until now, people interested in Chronicling America's visual content, like photos or comics, have largely been restricted to searching on individual pages to find what they need, "a daunting task given the size of the collection," said Lee. "But that size – and the fact that the collection is free and available to the public – made it an ideal test for machine learning at scale." The data jam was attended by



Shawn Miller

Ben Lee looks through historical newspapers at the Library in February.

more than 130 digital humanities practitioners and included content experts from the Chronicling America team who introduced the scale and scope of the expansive newspaper collection.

The data jam demonstrated the first phase of Newspaper Navigator – prepackaged sets of visual content that can be downloaded by defined parameters, such as content type or publication date. Along with photographs and illustrations, the datasets include comics, editorial cartoons, headlines, maps and advertisements.

During the workshop, attendees built photo collages and word clouds using visuals and headlines from curated sample images – from ads for little-known medical elixirs to photos of mustachioed men in 19th-century Arizona newspapers. Their efforts proved that the possibilities for using Newspaper Navigator to find novel stories are probably limitless. The prepackaged datasets, as well as the complete dataset of over 100 million images, are available on news-navigator.labs.loc.gov.

The next phase of Newspaper Navigator will launch this summer on labs.loc.gov with the goal of

providing new exploratory avenues to complement keyword searches of the imagery. It will include a searchable user interface to allow the public to easily explore and download visual content.

Because the Newspaper Navigator dataset, along with all of the code written to produce it, is being released by Lee in the public domain, the project is primed to open even more doors for search and discovery among the Library's and other digital humanities collections in the future.

Newspaper Navigator expands on Beyond Words, a crowdsourced image identification and transcription pilot program the Library launched in 2017. It is also part of the Digital Strategy Directorate's ongoing effort to investigate machine-learning applications for the Library's digital collections. Last summer, the directorate hosted a summit, "Machine Learning and Libraries," and it recently published a report detailing exploratory projects conducted at the University of Nebraska, Lincoln. A summary of the summit and the report are available at labs.loc.gov/work/reports/. ■

Arana Receives Literary Award

Marie Arana has been named a recipient of the 2020 Arts and Letters Award in Literature by the American Academy of Arts and Letters. Arana is director of literary initiatives in the Library's Center for Learning, Literacy and Engagement.

The \$10,000 award honors exceptional accomplishment in any literary genre.

Arana's biography of Simón Bolívar won the 2014 Los Angeles Times Book Prize, and her memoir about her bicultural childhood, "American Chica: Two Worlds, One Childhood," was a finalist for the National Book Award. Her newest book, "Silver, Sword and Stone," a history of Latin America, was longlisted for the Andrew Carnegie Medal of Excellence and cited as the best book of the year by the American Library Association.

Arana also writes fiction. Her novel, "Cellophane," a family epic set in the Peruvian Amazon, was a finalist for the John Sargent Prize, and "Lima Nights" was selected as one

of the top five books of the year by the Peruvian newspaper of record, El Comercio.

For many years, Arana was editor-in-chief of the Washington Post's Book World, and she has written for the New York Times, National Geographic, the International Herald Tribune, Spain's El País, Colombia's El Tiempo and Peru's El Comercio.

Arana has helped to guide the Library's literary programming for 20 years. Prior to being appointed last fall as literary director of the Library and director of literary initiatives, she served as literary adviser to two Librarians of Congress and literary director of the National Book Festival.

"I owe so much of my work to the Library of Congress, which is why I'm here, trying to pay back the generosity," Arana said. "My last two books of Latin American history would have been impossible without the support of the Kluge Center and the phenomenal Latin American collection housed in this



Shawn Miller

Marie Arana at the National Book Festival.

great institution. I am deeply grateful to be here."

The American Academy of Arts and Letters was founded in 1898. Among its many programs, it seeks to foster and sustain an interest in literature, music and the fine arts by administering more than 70 awards and prizes. ■

OBITUARY



David Rice

Page Miller

Page Miller, a longtime and much-admired member of the Copyright Office's staff, died April 8 after a brief illness. She was 64.

Miller was born in Baltimore and grew up in New York and North Carolina, where she earned a

bachelor's degree from Davidson College. While there, she studied abroad in Europe, which fostered a lifelong love of travel, especially to Italy.

Miller moved to Washington, D.C., in 1980 and began working at the Library as a technician in the Congressional Research Service (CRS). She joined the Copyright Office in 1984 as a copyright bibliographer and moved in 1987 to its Public Information Office (PIO), where she remained for the rest of her career. There, she helped the public navigate the office's services and programs.

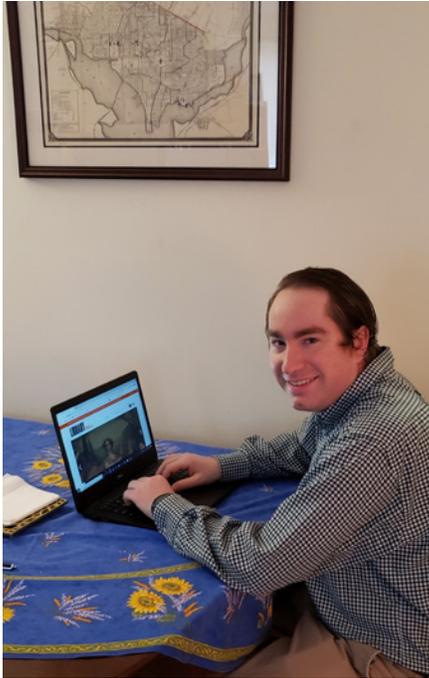
Over time, Miller became known as an expert on all things copyright. She taught staff from throughout the Library about copyright, mentored new PIO specialists and gave countless tours of the Copyright

Office explaining its operations.

Miller loved to read, especially Charles Dickens and Jane Austen, but also newer works and young adult fiction. She also enjoyed theater, classical music and opera and took yearly trips to New York to see performances. She often volunteered at the National Book Festival as well. When baseball returned to Washington, D.C., in 2005, Miller became an instant Nationals fan.

Miller is survived by her husband of 35 years, Brian Brown, whom she met while working in CRS. Every two years, they traveled together to Italy with friends. Other survivors include Miller's brother, Chris Miller, and his wife, Delores, and many nieces and nephews. A gathering in Miller's memory will be held at a later date. ■

QUESTION & ANSWER



Zach Klitzman

Zach Klitzman is an editorial assistant in the Publishing Office.

Tell us a little about your background.

I'm a native Washingtonian, born here in D.C. For undergrad, I went to the University of Pennsylvania (Go Quakers!), majoring in history. I also have a master's degree in history from American University. While writing my master's thesis, I frequently visited the Library's Manuscript Reading Room. It's great now to have that outside scholar's perspective on the Library, as well as that of an employee – I joined the Library's staff in February.

For 10 years previously, I worked at President Lincoln's Cottage. It's a nonprofit historic house museum in Washington, D.C., where Lincoln spent his summers as president while commuting to the White House. I've also worked for the Historical Society of Washington, D.C., and the National Park Service.

What brought you to the Library, and what do you?

Although I enjoyed my time at the cottage, I knew I wanted to focus on history and museum publishing rather than historic site administration. Working for the Library of

Congress was a no-brainer; when I learned about the opening in the Publishing Office, it seemed like a fantastic fit.

As editorial assistant, I work with my colleagues on all stages of producing the books we publish or co-publish – from assessing a proposal's merits, copyediting manuscripts and securing permissions to writing sidebars, proofing indexes, suggesting cover art and collecting reviews. Another big project for our office is consolidating all of our publications' metadata into a single Microsoft Access database. I'm a relative beginner when it comes to Access, so that's been a fun and challenging learning experience.

Once operations are back to normal, come say hi to us on the fifth floor of Adams!

How has the coronavirus pandemic changed your work?

For the most part, we've been able to adapt fairly well to telework. Obviously, we can't have in-person meetings, but we've been able to maintain our collaborative work with video conferencing and daily email check-ins. For me, I've been focusing on projects that rely on digital resources more than print resources.

How are you adjusting generally to the new circumstances?

Well, the irony is that I've now officially been working from home for longer than I worked in the office! I had been employed at the Library

only for a month before maximum telework was instituted. Thus, in many ways, teleworking has come to feel like my normal circumstance. While I have been able to keep up most tasks, I will admit that nothing has been able to replace the thrill of going into the stacks to get any book I want (or ordering it from one of our off-site locations). Also, I weirdly miss my commute. I'm fortunate that it was just long enough that I could read a few chapters of a book or listen to a podcast without it being too much of a daily hassle. It's hard to replicate that when I just have to commute from the bedroom to my living room.

What do you enjoy doing outside work?

I love baseball, and I am a Nationals season ticketholder. Hopefully, sports will return as soon as it's safe to do so. I also love playing trivia. Fortunately, I've even been able to play remotely during the pandemic over conference calls with friends. In fact, I recently played three consecutive nights of Harry Potter trivia, and my team finished top three each time. Yes, I'm a huge Harry Potter fan (my house is Ravenclaw).

What is something your co-workers may not know about you?

Speaking of trivia, I am a Jeopardy! champion. In 2016, I appeared on the game show and won enough money to pay off my grad school loans. That's an experience I'll never forget. ■

WEEKLY VIRTUAL SUPPORT GROUP

The Employee Assistance Program is hosting a half-hour virtual support group on Webex on Thursdays at noon to help Library staff address uncertainty and stress arising from the COVID-19 coronavirus pandemic.

Join at <https://bit.ly/35uLbNa> using the meeting access code 901-990-307, or join by phone at (510) 210-8882 using the same access code. No registration is required. Questions? Call (202) 707-6389, option 3, Mondays through Thursdays from 9:30 a.m. to 3 p.m. or (800) 869-0276 at other times.

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ship concludes July 31.

“There is always a high level of interest and excitement found in both the Library staff and incoming class of junior fellows,” said Kimberly Powell, chief of Internship and Fellowship Programs (IFP). “This summer, we are looking forward to the opportunities to welcome our first virtual cohort. We will bring forward traditions that are part of the signature experience and will innovate together as we pilot new aspects.

“Colleagues from the Human Capital Directorate, the Office of the Chief Information Officer and so many others have been working for months to prepare, and we are all eager to meet the class of 2020 and welcome them to the Library.”

The fellows will work in 19 divisions located in the Congressional Research Service, the Copyright Office, the Law Library, Library Services, the Office of the Chief Information Officer and the Office of the Librarian.

There, they’ll participate in a wide range of library activities, such as preservation, indexing, digital initiatives, program development, information management and outreach to targeted audiences.

The 27 projects they collectively are undertaking explore Library collections and programs and help make them more accessible to the public – among other endeavors, expanding access for early motion pictures, measuring the effects of light sources on collection materials, digitizing braille music scores, surveying African American business history and testing experimental ways to share digital collections.

To facilitate this work, the Library provided each intern with a Citrix virtual desktop to access a standard workstation with Microsoft Word 2016, Skype for Business and Webex accounts.

In addition to the opportunity to work with Library collections, the internship in years past also

offered programs that foster professional development, encourage social interaction and provide a deeper knowledge of the institution – a goal that this year required some out-of-the-box thinking.

This year, IFP is offering a series of interactive Webex sessions that allow the interns to get to know each other and chat about their work. They also will have opportunities to meet virtually with Librarian of Congress Carla Hayden, Principal Deputy Librarian of Congress Mark Sweeney, Chief of Staff Ryan Ramsey and other Library leaders.

In addition, IFP also is hosting a regular professional-development series on Tuesdays to foster knowledge of Library departments and services and another on Fridays to further develop work skills.

“The collaboration this year has been amazing,” program manager Eric Eldritch said. “Each of the participating departments has carefully considered designing and redesigning projects to make inroads to our collections and enhance access remotely.”

The Junior Fellows program has been a signature initiative of the Library since 1991. It is made possible by a gift from James Madison Council member Nancy Glanville Jewell through the Glanville Family Foundation and from the Knowledge Navigators Trust Fund, which was established with a lead gift from the late H.F. (Gerry) Lenfest, chairman emeritus of the Madison Council, and with major support provided by members of the council. The program originally was made possible through the generosity of Mrs. Jefferson Patterson.

The members of the 2020 class of junior fellows (with hometown, school and assignment) are:

Meredith Atkinson; Manassas, Virginia; University of South Carolina; Motion Picture, Broadcasting and Recorded Sound Division (MBRS).

Allison Booher; Canal Winchester, Ohio; Vanderbilt University; Hispanic Division (HISP).

Matthew Bova; Arlington, Virginia;

University of Mary Washington; HISP.

Chelsey Brown; Lee’s Summit, Missouri; University of Missouri; African and Middle Eastern Division (AMED).

Herman Luis Chavez; Fort Collins, Colorado; Colorado State University; HISP.

Paige Collins; Austell, Georgia; University of Georgia; Center for Learning, Literacy and Engagement (CLLE).

Jessica Craig; Camarillo, California; UCLA; Law Library.

Saraya Flaig; Lewiston, Idaho; University of Idaho; CLLE.

Briana Gausland; Barrington, Rhode Island; Wheaton College; AMED.

Madeline Goebel; Jensen Beach, Florida; University of Texas at Austin; African, Latin American and Western European Division (ALAWE).

Tracee Haupt; Hyattsville, Maryland; University of Maryland; Kluge Center.

Mallory Haselberger; Waldorf, Maryland; University of Maryland; CLLE.

Katherine Howell; Kernersville, North Carolina; University of Illinois at Urbana-Champaign; Researcher and Reference Services.

Sally Johnson; Montgomery, Texas; University of Oklahoma; CLLE.

August Kahn; Barrington, Rhode Island; Pitzer College; AMED.

Hibba Khan; Sterling, Virginia; George Mason University; Office of the Chief Information Officer (OCIO).

Nina Milica Kostic; Groton, Connecticut; University of Rhode Island; OCIO.

Sophie Lefebvre; Buffalo, Minnesota; Carleton College; Science, Technology and Business Division (ST&B).

Ethan McFerren; Ashburn, Virginia; University of Virginia; CLLE.

Franky Moore; Norfolk, Virginia; Carnegie Mellon University; Preservation Research and Testing Division (PRTD).

Jake Newman; Guilford, Connecticut; American University; CLLE.

Lupita Partida; Laredo, Texas; St. Mary's University of San Antonio; HISP.

Sarah Patrick; Jarrettsville, Maryland; University of Maryland; Congressional Research Service.

Randi Proescholdt; Marshalltown, Iowa; University of Illinois at Urbana-Champaign; Digital Collections and Management Services.

Selena Qian; Carmel, Indiana; Duke University; OCIO.

Quade Robinson; Midland, North Carolina; Harvard University; Asian Division.

Keely Shaw; San Angelo, Texas; Angelo State University; CLLE.

Emily Sienkiewicz; Westfield, Massachusetts; Massachusetts College of Liberal Arts; OCIO.

Zoe Ruthe Singleton; Bethesda, Maryland; University of Maryland; OCIO.

Lily Smith; Alexandria, Virginia; University of Pennsylvania; National Library Service for the Blind and Print Disabled (NLS).

Sophia Southard; Cleveland, Missouri; University of Kansas; ST&B.

Michael Steffen; Ankeny, Iowa; University of Iowa; Kluge Center.

Katarina Stiller; Los Alamitos, California; Fullerton College; PRTD.

Patty Templeton; Chicago; University of Illinois at Urbana-Champaign; MBRS.

Jeremy Thompson; Goodyear, Arizona; University of Arizona; ALAWE.

Vivian Teresa Tompkins; Greenville, South Carolina; Syracuse University; NLS.

Bailey Isabella Ward; Carmel, Indiana; William & Mary College; ST&B.

Liza Whitfield; Carmel, Indiana; Loyola University, New Orleans; CLLE.

Crystal Williams; Brooklyn, New York; Virginia State University; Copyright Office.

Tyler Youngman; Oswego, New York; Syracuse University; OCIO. ■

OPERATIONS, CONTINUED FROM 1

parts designed to allow the Library to assess issues that arise as the plan unfolds and take a step back if conditions warrant. Each time a new part is introduced, staff will receive a week's notice if they are to resume on-site work.

"We expect there will be modifications as we see how things develop," Jablonski said. He led the operations committee responsible for the plan.

During the first part of phase one, a limited number of staff and contractors – up to about 5 percent of the Library's workforce – will restart priority work that cannot be accomplished by telework, which in the most recent pay period accounted for about 80 percent of all hours recorded at the Library, Sweeney said.

An immediate challenge is reducing a backlog that has accrued during the pandemic. As of May 22, Sweeney said, there were 140 pallets of unprocessed mail in Library facilities, mostly copyright deposits, new Library acquisitions, equipment and supplies.

In part one of the initial phase, returning staff will be required to observe strict health protocols, including arriving with a mask or cloth face covering and responding to a pre-arrival health questionnaire. The Health Services Division will take each person's temperature.

Staff will also have to maintain a physical distance of 6 feet from one another – service units may adjust work locations to accomplish this – avoid hallway conversations and adhere to new directional signage in moving about buildings. More frequent cleaning of common areas, including restrooms, will also occur, and supplies will be provided so staff can disinfect their own work areas.

"This is very much a partnership that will require a heightened level of responsibility for all of us as we take measures to reduce the risk to ourselves but also to the rest of the people that we're working with," Sweeney said.

During phase one, part one, on-site work will be limited to 40 hours per pay period. Staff who work on-site who cannot telework will receive paid administrative leave for the remaining 40 hours of the pay period.

Phase one includes a second part during which no more than 25 percent of the Library's staff will be performing on-site operations. In phase two, which has only one part, up to 50 percent of the staff will perform most on-site operations at a reduced level.

In phase three, select reading rooms will open to registered readers (part 1); followed by the opening of all reading rooms, subject to assembly limits and reduced operating hours (part 2); followed by restoration of all Library activities (part 3).

During phase three, all Library staff will return on-site for at least part of their normal work schedule. Telework will continue on an expanded basis even afterward where there is no loss of productivity.

For the remainder of the calendar year, Cappello said, staff will be able to draw on leave flexibilities provided under the Families First Coronavirus Act to address pandemic-related caregiving responsibilities, as well as other leave categories at the Library.

A video of the town hall is available online (<https://bit.ly/3gw-zc6Q>), as are the slides (<https://go.usa.gov/xwYa7>) presented.

Questions? Contact staffquestions@loc.gov. ■

**Your Employee Personal Page (EPP) is at
www.nfc.usda.gov/epps/**