Library Commission Meeting April 7, 2021 Presentations

Item 2
Update on the Library Expansion Project

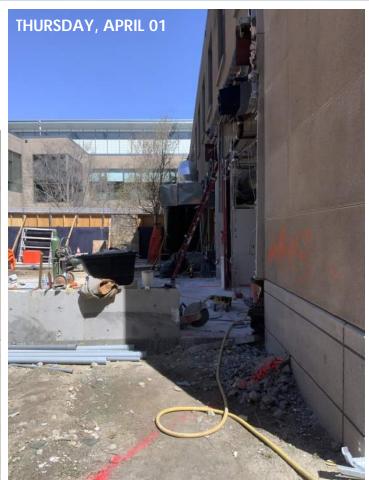
Library Commission Progress Report

April 2021 Library Expansion Project

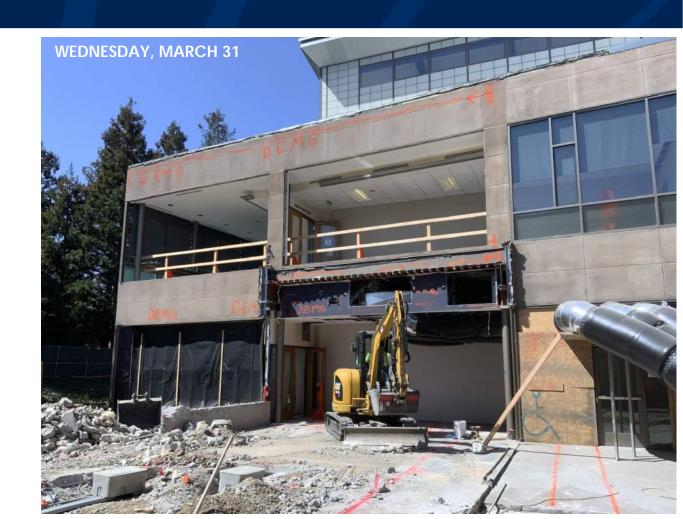


Construction Progress





Construction Progress



Interior animation



Public Outreach event dates

- Website updated & Fact Sheet posted
- Monthly Social Media updates
- Q&A/Forum event: after summer (mid-Sept)
- Tour #1: end of August
- Tour #2: end of October
- Livestream camera is in place & functional

Donor Wall













Thank You



Library Commission Progress Report

April 2021 Civic Center Parking



Civic Center Parking Mitigation

- Council presentation on July 7, 2020
- Three categories of parking measures
 - Parking Supply Increase Improvements
 - Parking Demand Decrease Strategies
 - Parking Management Measures
- Funds were authorized
 - Use depends on 'return to work' and anticipated improvements to City Hall

Civic Center Parking Mitigation

Scheduled Physical Improvements Will Include:

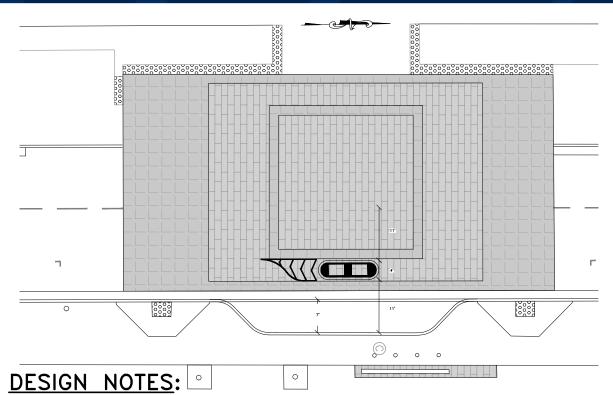
- Construct secondary book drop on Torre Avenue
- Convert one Rodrigues Avenue parking stall into motorcycle parking
- Designate carpool stalls
- Increase number of secured bicycle parking

Civic Center Parking Mitigation

Parking Demand Reduction Programs Include Continuation Of:

- Guaranteed ride home program
- Incentives to City employees to encourage bike, walking, carpooling and transit ridership

Torre Ave Secondary Book Drop-off



- 1. GUTTER REMAINS IN PLACE.
- 2. CONCRETE BANDS REMAIN IN PLACE.
- 3. FACE OF CURB OFFSET ~7-FT.
- 4. BRICK PAVER SECTION BETWEEN CONCRETE BANDS TO BE REMOVED TO PLACE BOOK DROPOFF BOX.
- 5. CURVE RADII ~5-FT.





Rodrigues Ave

City Hall Driveway

Bicycle Parking







Thank You



Library Commission Meeting April 7, 2021 Presentations

Item 3
Senior Services Presentation and Addressing the
Digital Divide

Cupertino Senior Center

Creating a Positive, Healthy, Connected Community



1

Agenda

How We're Keeping in Touch
Classes and Library Partnership
Meal Deliveries
Care Cards



Outreach Efforts • 154 monthly calls to

- 154 monthly calls to member households without email
- Up to 30 Weekly check-in calls
- Weekly Groups

3

The

The 50+ Scene



- Monthly publication
- Includes resources and a variety of entertainment
- Will be mailing out paper copies

Remote Classes

- Free and fee-based
- Hosted on Zoom
- Exercise Classes
- Education Classes

5

Santa Clara County Library District

Senior Services

Curbside ServiceOutreach Events

SCCLD Senior Services Meeting senior patrons where they are... Bookmobile Service Homebound Services & BookDash Home Delivery

7



Meal Delivery Program • Monday and Wednesday

 Deliver 50 meals every week



Food Needs Survey at opentownhall.com/10154

9

Social Media Update

- Facebook
 - Senior Center page merged with Parks and Recreation
 - Now a group in Parks and Recreation Page

Season's Greetings

- Local youth and Starbucks wrote holiday cards
- Senior Center added care items and mailed them



11

















Library Commission Meeting April 7, 2021 Presentations

Item 4

Cupertino Poet Laureate Program and 2021-23
Poet Laureate Selection Process

Cupertino Poet Laureate Program and 2021-23 Selection Process

April 7, 2021



1

Agenda

- Background
- Position Requirements
- Selection Process
- Proposed Timeline
- Recommended Action

Background

- Established in 2010 by the Commission
- Provides residents programs, workshops, and events
- Honorary, volunteer position
- Practicing poet with professional recognition



3

Position Requirements

- Must be 21 or over
- Lived or worked in Cupertino for at least two years
- Active poet who has been published or publicly recognized
- Filled through application, interview, and selection process

Selection Process

Selection Committee

- Shall oversee the selection and administration of the program
- Established by the Library Commission
- Composed of:
 - Two Library Commissioners (including the Chair)
 - □ Two Fine Arts Commissioners
 - One Friends of the Library representative
 - Two Library Foundation members
 - One DeAnza College English Department representative

5

Selection Process

Applications

- Selection Committee is Responsible for promoting the application process
- One month application period
- Applications submitted through an online form
- Selection Committee reviews applications and selects smaller pool for interviews

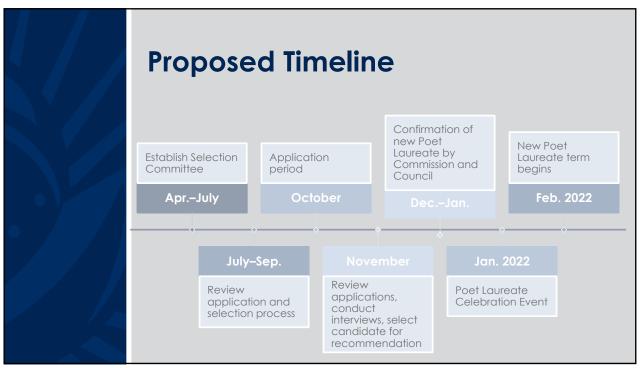


Selection Process

Candidate Recommendation and Approval

- Selection Committee conducts candidate interviews
- Candidate is recommended by the Selection Committee to the Library Commission
- If approved by Library Commission, candidate recommendation will go to City Council for final consideration and adoption of a resolution

7





Recommended Action

Discuss the Poet Laureate Program and the 2021-23 Poet Laureate selection process

Library Commission Meeting April 7, 2021 Presentations

Item 6
Monthly Update Reports

cupertino library

LIBRARY COMMISSION UPDATE - 4/7/2021





Cupertino Library staff continue to work hard to provide collections, programs and services to our patrons. We will be expanding services at our library this spring!

- Clare Varesio, Community Librarian



LEARN ABOUT YOUR LIBRARY: EVENTS

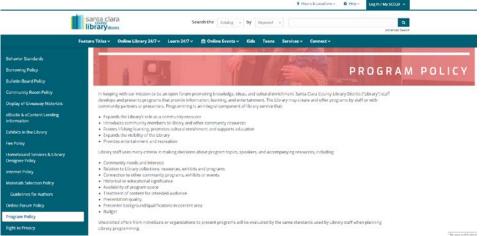


The library fosters life-long learning, promotes cultural enrichment, and supports education.

In 2019, Cupertino Library staff hosted 705 events for our patrons, with 33,009 total attendees.

LEARN ABOUT YOUR LIBRARY: EVENTS





LEARN ABOUT YOUR LIBRARY: EVENTS

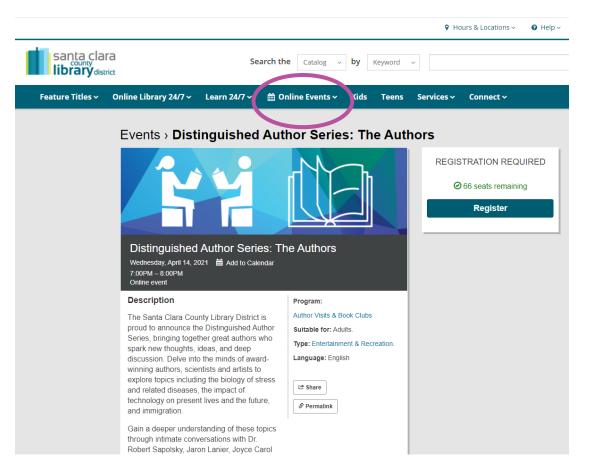








LEARN ABOUT YOUR LIBRARY: EVENTS







LIBRARY SERVICE





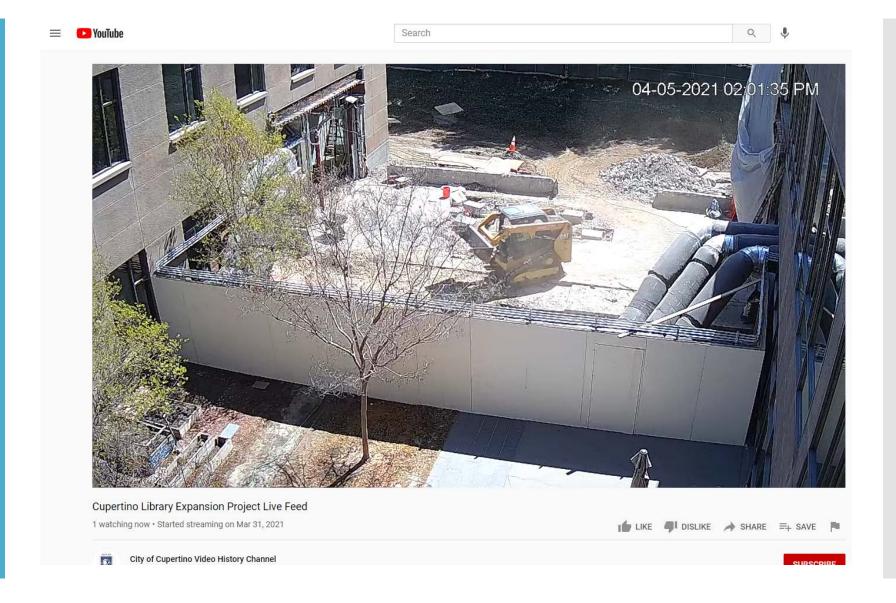
LIBRARY SERVICE



LIBRARY EXPANSION PROJECT



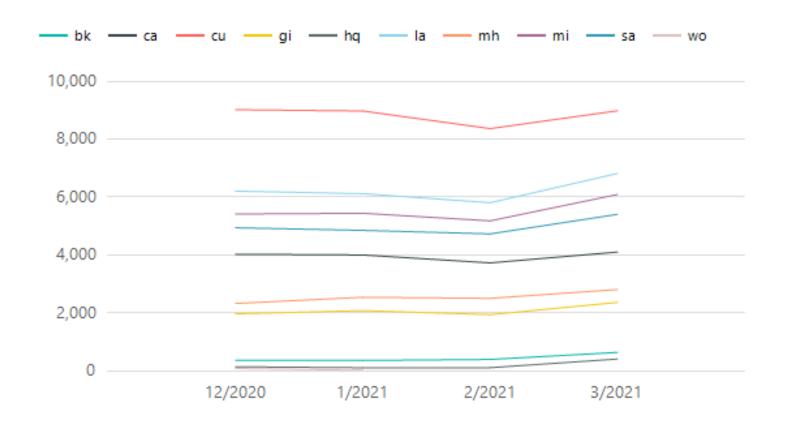
LIBRARY EXPANSION PROJECT



MARCH NUMBERS

BORROWERS

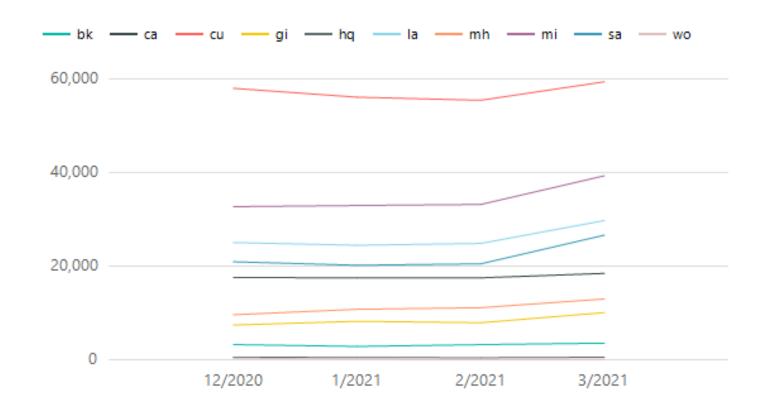
BORROWERS BY MONTH DECEMBER 2020 – MARCH 2021



MARCH NUMBERS

CHECKOUTS

CHECKOUTS BY MONTH DECEMBER 2020 – MARCH 2021



APRIL LOOKING AHEAD





LEARN MORE AT www.sccld.org

UPDATE - APRIL 2021

CUPERTINO LIBRARY



WELCOME INSIDE!

Starting Monday, April 19, Cupertino Library and all SCCLD libraries will offer expanded building access for patrons to browse our collections and utilize computer and print services. Learn more about this safe service expansion at sccld.org/informed/.



WATCH THE ACTION





BRAVO BORROWERS

In the month of March. 8.988 patrons borrowed materials from Cupertino Library, equivalent to 1 in 7 Cupertino residents checking out a library item. Bravo to our borrowers!

GET CRAFTY ONLINE

Enjoy free unlimited access to over 1,000 online art and craft classes through Creativebug. Watch videos on sewing, paper, knitting and more anytime, anywhere and at your own pace. sccld.org/resources/crafts/



WE LOVE OLD BOOKS...

What period of history do you dig? If you like historical fiction, join us (virtually) to find out what other readers recommend in this popular genre. Register online for this event held Tuesday, April 13 at 7:00 pm.



...AND NEW ONES TOO!

Join us online in April as the Distinguished Author Series begins with events featuring Dr. Robert Sapolsky and Jaron Lanier! Many thanks to Cupertino Library Foundation for supporting these programs.



STAFF PICKS - APRIL 2021

CUPERTINO LIBRARY



LIBRARIAN JUDITH RECOMMENDS...

The Goose Girl by Shannon Hale - I have always liked recordings in full cast. Try this audiobook by Shannon Hale. It's first in a quartet and available on Libby. Happy listening! The library owns this title in print, ebook, and audiobook, eaudiobook, and playway formats.

https://sccl.bibliocommons.com/item/show/161195118



LIBRARY CLERK IVY RECOMMENDS...

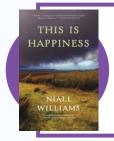
Which Witch? by Eva Ibbotson - I recently borrowed this book to reread. A fun fairy-tale-like read! Check out this title for young readers featuring wizards, witches and magic in print from the library.

https://sccl.bibliocommons.com/item/show/78517118



LIBRARY PAGE NIKKI RECOMMENDS...

The Invisible Life of Addie LaRue by Victoria Schwab - Girl sells her soul, but the devil's in the details. The book then alternates timelines through the course of telling the story. Really enjoyed this one. The library owns this title in print, ebook, audiobook, eaudiobook, playaway, and large type formats. https://sccl.bibliocommons.com/item/show/814908118



LIBRARY ASSISTANT MELISSA RECOMMENDS...

This is Happiness by Niall Williams - I recommend the audiobook, as the reader's Irish accent just pulls you into this story of an impoverished Irish village in the early 1950's when electricity is at last installed.

The library owns this title in print, ebook, and downloadable ebook formats. https://sccl.bibliocommons.com/item/show/755888118



Use your library card for access to our entire online library, available 24/7, including eBooks, audiobooks, downloadable movies, music, magazines, newspapers, international content, online learning, research and more.

Don't have a library card? Sign up for an eCard at sccld.org/card-application/.



SCCLD County Librarian Report

April 2021

Distinguished Author Series

• The Santa Clara County Library District is proud to announce a four-part, virtual author series beginning in April. The Distinguished Author Series brings together great authors who spark new thoughts, ideas and deep discussion.



Dr. Robert Sapolsky Wednesday, April 14 7:00pm



<u>Jaron Lanier</u> <u>Wednesday, April 28</u> <u>7:00pm</u>









Joyce Carol Oates
Saturday, May 8
3:00pm



Jhumpa Lahiri Saturday, May 22 3:00pm



Expanded Library Access- April 19



Welcome back to the Library!

- Monday, April 19th, Cupertino, Gilroy, Los Altos, Milpitas, Morgan Hill, and Saratoga will offer expanded library access for full browsing, public computers, printers and scanners, and to obtain new library cards.
- Monday through Saturday. The open hours are also expanding and will be announced by April 12.
- Occupancy and seating will be limited to ensure social distancing, and patrons must wear a face-covering, maintain 6-ft. distance from others, and keep their visit to one hour or less.
- Curbside pick up will continue Monday Saturday 3pm-5pm, Bookmobile and Book Dash deliveries continue and programs will be held online.
- Campbell Library is preparing to close for a full renovation as collaboration with the City of Campbell
 continues to progress. The new temporary library space will open in Spring 2021 conveniently located in
 the Campbell Community Center. Curbside and walkup services will continue at the Campbell Library
 until the temporary facility opens.

Celebrate the Library!



National Library Week (April 4 - 10, 2021) is a time to celebrate libraries, library workers' contributions and promote library use and support.

The theme for National Library Week 2021 is "Welcome to Your Library."

- Monday, April 5: State of America's Libraries Report released, including Top Ten Frequently Challenged Books of 2020.
- Tuesday, April 6: National Library Workers Day, a day for library staff, users, administrators and Friends groups to recognize the valuable contributions made by all library workers.
- Wednesday, April 7: National Library Outreach Day (formerly National Bookmobile Day), a day to celebrate library outreach and the dedicated library professionals who are meeting their patrons where they are.
- Thursday, April 8: Take Action for Libraries Day, a day to rally advocates to support libraries.

On behalf of SCCLD, thank you for your continued support of our libraries!

Speaking Volumes: Featuring Bo Caldwell

• Join us for a special virtual event featuring author, Bo Caldwell. Her first novel, The Distant Land of My Father, published in 2001, was a national bestseller, one of the Los Angeles Times' Best Books of 2001, and a Booksense 76 pick in both hardcover and paperback. Her second novel, City of Tranquil Light, published in 2010, was also a national bestseller and one of O Magazine's Ten Must Reads for October 2010. Her personal essays have appeared in O, The Oprah Magazine, the Washington Post Magazine, and America Magazine.

Wednesday, April 7 @ 7:30pm

Register Here

SCCLD for Teens



The Library District has unique opportunities available for Teens

- Teen Poetry Contest: Welcome to the 15th Annual SCCLD Poetry Contest!
 - Submit up to three poems. One winner from each library will be chosen in the following categories: Grades 6-8 (Middle School), Grades 9-12 (High School)

Visit our website for full details

- Teen Open Mic Night: Do you sing, play an instrument, create poetry, dance or have some other kind of talent you can showcase through Zoom? Join us for a virtual open mic night and show your family and friends your talents. Friday, April 16 @ 6:30pm.
 - Performers ages 12-17 sign up here: https://tinyurl.com/performSA
 - Audience members <u>register here</u> to receive a Zoom invite the day of the event.
- Teen Volunteer Credit Opportunity: For Teens looking to earn community service hours, Teens STREAM+ gives teens the opportunity to make short videos about subjects including Science, Technology, Reading, Engineering, Art, Math, and more. For more information and to see examples, <u>visit our website</u>.

Save the Date

- Library Joint Powers Authority Board Meeting
 - Thursday, April 29 @ 12pm



New Deputy County Librarian



Please join us in congratulating **Steve Fitzgerald** as the new Deputy County Librarian. Steve as he has been with SCCLD in various positions since 2007.

- Librarian- Los Altos Library
- Supervising Librarian for Adults and Teens- Cupertino Library
- Community Librarian- Milpitas Library
- Library Services Manager- Literacy and Learning
- Work out of class- Deputy County Librarian
- Steve brings a calm leadership style and strong dedication to improving public library experiences. As the Deputy County Librarian, Steve will lead our work to create a path towards resuming full public services at all of our libraries, and most importantly developing the District's best actions forward in providing excellent library services.
- Official start date: April 5th



April 2021 Library Stakeholder Report Jennifer Weeks, County Librarian

Distinguished Author Series

The Santa Clara County Library District is proud to announce a four-part, virtual author series beginning in April. The Distinguished Author Series brings together great authors who spark new thoughts, ideas and deep discussion.

Delve into the minds of Dr. Robert Sapolsky, Jaron Lanier, Joyce Carol Oates and Jhumpa Lahiri to explore topics of the biology of stress and related diseases, the impact of technology on present lives and the future, and immigration. All talks will be moderated by a special guest and include an opportunity for Q&A.



Advanced registration required. All events are free, held online, and open to the public.

Thank you to our generous sponsors who make the Distinguished Author Series possible!











Dr. Robert Sapolsky

Science and Nature Writer, Biologist and Neuroscientist and Stress Expert Stanford Professor Dr. Robert Sapolsky is a biologist, neuroscientist and stress expert. He lectures on diverse topics such as stress and its diseases, the biology of our individuality, and living amongst baboons. His unique perspective on the human condition comes from his years working in the field and the findings of his research as a neuroscientist. His notable works include Why Zebras Don't Get Ulcers (1994), A Primate's Memoir (2002) and Behave: The Biology of Humans at Our Best and Worst (2017).

Dr. Sapolsky will be in conversation with Tech Executive, Robin Abrams.

Wednesday, April 14 @ 7:00 pm REGISTER HERE



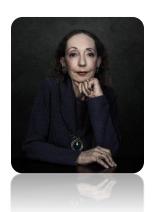


Jaron Lanier Scientist, Musician, Visual Artist and Author

Jaron Lanier is considered a Renaissance Man for the 21st Century for his work as a computer scientist, composer, visual artist and author. Writing on topics including high-technology business, the social impact of technology, Internet politics and the future of humanism, Lanier has been on the cusp of technical innovation and was a pioneer of virtual reality (a term he coined). Notable works include Who Owns the Future? (2013) and Ten Arguments for Deleting your Social Media Accounts Right Now (2018).

Lanier will be in conversation with County Supervisor, Joe Simitian.

Wednesday, April 28 @ 7:00 pm REGISTER HERE



Joyce Carol Oates

Award-Winning Novelist, Poet, Playwright and Essayist

Versatile and accomplished author Joyce Carol Oates has penned bestselling novels, critically acclaimed collections of short fiction, essays, plays and a memoir. Her writing has earned awards such as the National Book Award, O. Henry Awards, the National Humanities Medal and the Jerusalem Prize. Notable works include We Were the Mulvaneys (1996), The Falls (2004), Night. Sleep. Death. The Stars (2020) and The (Other) You (2021).

Moderator to be named at a later date.

Saturday, May 8 @ 3:00 pm <u>REGISTER HERE</u>



Jhumpa Lahiri Pulitzer Prize-Winning Short Story Writer and Novelist

Jhumpa Lahiri received the Pulitzer Prize in 2000 for Interpreter of Maladies, her debut story collection that explores issues of love and identity among immigrants and cultural transplants. Her novel, The Namesake (2003), also received great acclaim, expanding the perplexities of the immigrant experience and search for identity. She was awarded the National Humanities Medal, the PEN/Hemingway Award and O. Henry Prize, among others. See some of Jhumpa Lahiri's works.

Lahiri will be in conversation with Author, Meg Clayton.

Saturday, May 22 @ 3:00 pm <u>REGISTER HERE</u>



COMING APRIL 19: Expanded Library Building Access

The Santa Clara County Library District (SCCLD) is pleased to announce that on Monday, April 19th, community libraries in Cupertino, Gilroy, Los Altos, Milpitas, Morgan Hill, and Saratoga will be welcoming our patrons into the libraries with expanded available spaces for full browsing, access to public computers, printers and scanners, and to obtain new library cards, Monday through Saturday. The open hours are also expanding and will be announced by April 12.



To provide a safe and successful experience,

occupancy and seating will be limited to ensure social distancing, and patrons must wear a face-covering, maintain 6-ft. distance from others, and keep their visit to one hour or less. Curbside pick up will continue Monday – Saturday 3pm-5pm for contactless services, Bookmobile and Book Dash deliveries continue and programs will still be held online.

Campbell Library is preparing to close for a full renovation as collaboration with the City of Campbell continues to progress. The new temporary library space will open in Spring 2021. Curbside and walkup services will continue at the Campbell Library until the temporary facility opens. The temporary library will be conveniently located in the Campbell Community Center, near the Orchard Banquet Hall.

As a reminder, Cupertino, Gilroy, Los Altos, Milpitas, Morgan Hill, and Saratoga Libraries currently offer lobby and curbside service and the Campbell Library offers walkup and curbside service Monday through Saturday. Visit sccld.org/informed to see open hours at each location and a full list of library services available.

SPEAKING VOLUMES: Bo Caldwell

Join us on Wednesday, April 7 at 7:30pm for a special virtual event featuring author, Bo Caldwell. Her first novel, The Distant Land of My Father, published in 2001, was a national bestseller, one of the Los Angeles Times' Best Books of 2001, and a Booksense 76 pick in both hardcover and paperback. Her second novel, City of Tranquil Light, published in 2010, was also a national bestseller and one of O Magazine's Ten Must Reads for October 2010. Her personal essays have appeared in O, The Oprah Magazine, the Washington Post Magazine, and America Magazine.

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Teen Poetry Contest: Welcome to the 15th Annual SCCLD Poetry Contest!

 We invite teens to submit up to three poems. One winner from each library will be chosen in the following categories: Grades 6-8 (Middle School), Grades 9-12 (High School)

Visit our website for full details



ENTRY RULES:

- Submit up to three original poems, no longer than 30 lines.
- Poems may be submitted with the <u>online form</u> or contact your Teen Librarian to submit a paper entry form.
- Last day to submit your entry is April 30, 2021.
- Winners will receive a \$50.00 gift card.

Teen Open Mic Night: Do you sing, play an instrument, create poetry, dance or have some other kind of talent you can showcase through Zoom? Join us for a virtual open mic night and show your family and friends your talents. Friday, April 16 @ 6:30pm.

Performers ages 12-17 sign up here: https://tinyurl.com/performSA

Audience members register here to receive a Zoom invite the day of the event.

Teen Volunteer Credit Opportunity: For those Teens looking to earn community service hours, SCCLD has a space for them to use their voice, be creative, and share their expertise! Teens STREAM+ gives teens the opportunity to make short videos about subjects including Science, Technology, Reading, Engineering, Art, Math, and more. Teens will fill out proposals, and once their idea is approved by a Teen Librarian and their video submitted, they will earn anywhere from two to eight community service hours (determined by scoring criteria and Teen Librarians' discretion). For more information and to see examples, visit our website.

JPA- Save the Date

The next Library Joint Powers Authority Board meeting will be Thursday, April 29 @ 12:00pm



Celebrate the Library in April

National Library Week (April 4 - 10, 2021) is a time to celebrate our nation's libraries, library workers' contributions and promote library use and support. First sponsored in 1958, National Library Week is sponsored by the American Library Association (ALA) and observed in all types of libraries across the country each April.



The theme for National Library Week 2021 is "Welcome to Your Library."

- Monday, April 5: State of America's Libraries Report released, including Top Ten Frequently Challenged Books of 2020.
- Tuesday, April 6: National Library Workers Day, a day for library staff, users, administrators and Friends groups to recognize the valuable contributions made by all library workers.
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SCCLD Names Steve Fitzgerald as the New Deputy County Librarian

Please join us in congratulating Steve Fitzgerald as the new Deputy County Librarian. Many of you know Steve as he has been with SCCLD in various positions since 2007. He started with SCCLD as a Librarian at the Los Altos Library, then Supervising Librarian for Adults and Teens at the Cupertino Library, Community Librarian at the Milpitas Library, Library Services Manager for Literacy and Learning at the Services and Support Center, and most recently, working out of class as the Deputy County Librarian since January.



Steve brings a calm leadership style and strong dedication to improving public library experiences. As the Deputy County

Librarian, Steve will lead our work to create a path towards resuming full public services at all of our libraries, and most importantly developing the District's best actions forward in providing excellent library services.

His official start date is April 5th.

April 7, 2021 CPL Summary

2021 Past Saturday Poetry Pen-pals workshops with Clare V. Cupertino Library:

- 1. January 2021 "Hope"
- 2. February 2021 "Celebration of Year of OX"
- 3. March 2021 "International Women's Day Stop Anti-Asian Violence & Racism"

2021 Upcoming events

- 4. April 2021 "Celebration National Poetry Month"
- 5. May 2021
 - Working with City of Cupertino for Mother's Day project.
 - Co-hosting with De Anza College "Hope & Solace" as a part of Poetry Cupertino Project.
 - Head judge to help selecting youth poetry winners for Cupertino Rotary poetry contest.
- 6. June 2021 "Redefine American Dream"

Details & CPL Requests:

1. Hope and Solace Public Poetry Project, a part of Project "Poetry Cupertino" – the idea was inspired by the story told by the CPL program founder Ron Miller at the Thanksgiving 2020 event I hosted "Thank You, Cupertino Poet Laureates!" The very first Poet Laureate of the city David Denny read his poem "Five O'clock Cupertino" which was originally posted at the Peet's Coffee shop – his reading got me in tears. As Ron said, we, the poets all hope that the city of Cupertino is not only glossy for its unbeatable hightech invention and innovations but also will shine from its literary creativities, such as Arts and Poetry! Base on datausa.io, Cupertino has Asian (Non-Hispanic) residents of 67.7%, being the first Asian Immigrant Poet Laureate, it is my duty to preserve our culture, legacy, and heritage. Creativity shall be an ornament celebrated side by side with technology for generations to come. Therefore, last December, I went to the Cupertino Chamber of Commerce meeting and trying to promote to continue doing what David started years ago – expanding poetry to local coffee shops,

grocery stores, and even restaurants, to posting Pandemic Poetry Lines on the menus, receipts to increase poetic awareness, along with Arts as soon as Shelter-in-Place lifted. So here I am, co-hosting with Euphrat Museum of Art, De Anza College, director Diana. This project is involving local residents and poets. So far we have collected poems from 50 individuals with 7 languages. The deadline is April 16, 2021. Our goal is to have all participants' poems printed on the banner on the Stevens Creek Blvd outside of De Anza college to Sterling Road. The collected poems will be announced on the beginning of May.

- 2. Head Judge for the Cupertino Rotary Youth Poetry Contest: Submission deadline 4/23/21; May will be the month busy reading hundreds of poems. 5/30/21 All participants will be contacted by email; 6/9/21 Award Ceremony.
- 3. Pandemic Cupertino Being a head judge was one of the most challenging things for the CPL. There were almost 200 poems written by local middle and high school students last year. Some of the writings made eyes misty to understand what Covid-19 Pandemic has put those children through, and the tragedies/difficulties everyone was facing is beyond my comprehension wildfires, BLM, Elections, Insurrection, the recent violence toward Asian ... there are amazing works produced during this very unique time. I love what Amanda Gorman read from her Inauguration Poem "It's because being American is more than a pride we inherit, it's the past we step into and how we repair it". I would love to have a "Pandemic Cupertino Anthology" to record this suffering and repairing time as a gift for the City of Cupertino for the LOVE, TRUST, and RESILENCE the city has gifted to me and as the City Characters, I will forever Remember and Cherish for!
- 4. Ron Miller showed us a Cupertino Poet Laureate hat the CPL logo we are using today was designed by a local high school student. The hat symbolizes for the Laurel Leaf Wreath, however none of the CPL has one. I would like to have it made for every CPL and Cupertino Library in honor their great support!
- 5. \$100 \$150 honorarium per person, about \$300 per workshop is the budget needed to honor our CPL workshop VIPs. Artists need to survive in the Bay Area, they need to get paid for their work!