



All animals are
equal?

Cutting across the bias--
librarians and union service
work

Tim Ribaric, Brock University
Carla Graebner, Simon Fraser University

Definition of Workload for Academics

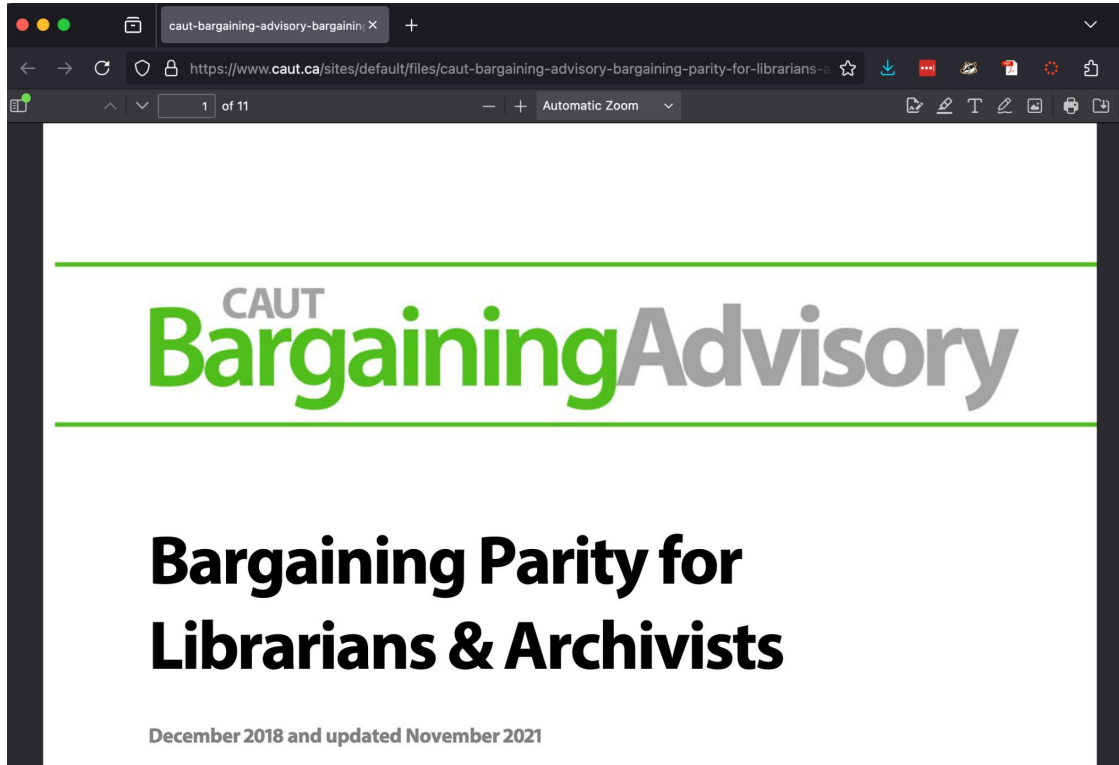
'Traditional' Faculty

- Teaching
- Research
- Service

Librarianship

- "Professional Practice"
- Everything else

The Pursuit of Parity



Parity?

- Is it possible or meaningful to have full parity?
- What does parity mean in practice?

Release for?

- Union Activity
- Research, Scholarship, Professional Development

Changes to the formula

- Changes to workload are pretty common for a variety of reasons
- One big one is participation in Union activity
- Your time gets 'bought out' so to speak
- This is easy to calculate for faculty members, not so much for librarians

What kind of collective agreement language is out there to support Librarians seeking relief via Release Time

Changes to the formula



- Sometimes a buyout is possible
- More money in your pocket but it is 'overtime'

Previous Research

Brown, J. M. (2001). Time and the Academic Librarian. *Portal: Libraries and the Academy*, 1(1), 59–70. <https://doi.org/10.1353/pla.2001.0009>

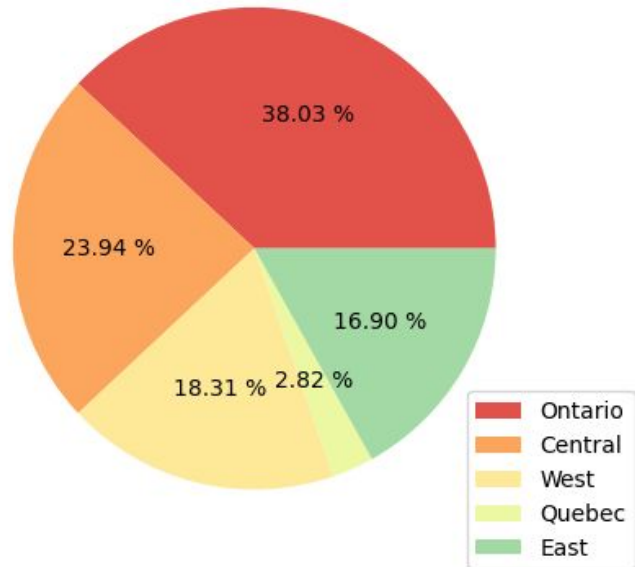
Garcha, R., & Phillips, J. C. (2001). US academic librarians: Their involvement in union activities. *Library Review*, 50(3), 122–127. <https://doi.org/10.1108/00242530110386825>

Methodology

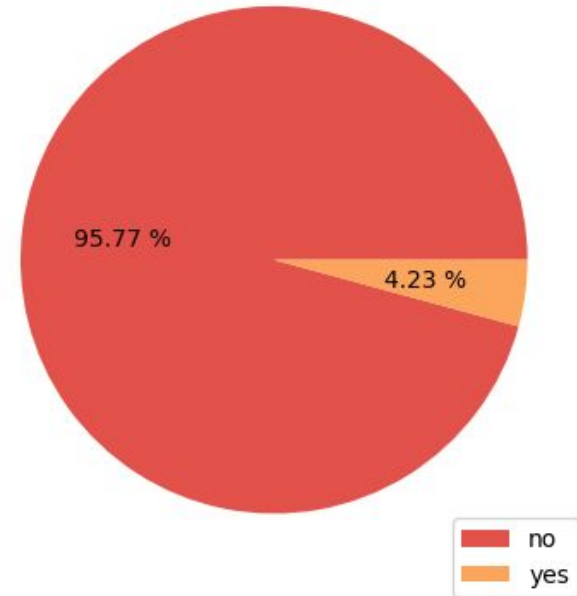
- Examined each Canadian English language Collective Agreement for evidence of release time and how that interacts with Librarian workload
- Why CA's only? → Those are legally binding.
- Guidelines such as UTFA's responsibilities document are 'best practices', and not grievable

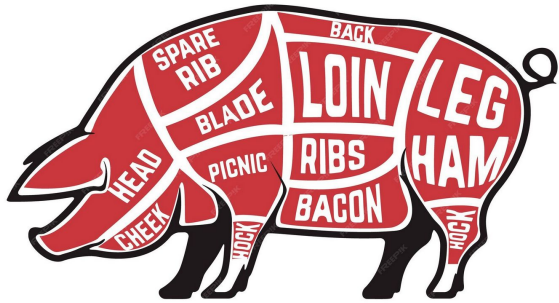
Basic Demographics

Examined Bargaining Units By Region n=(71)

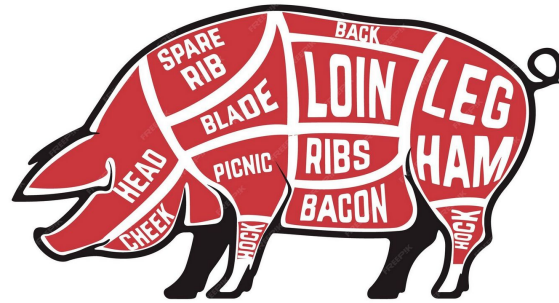


Librarian Only Unit? n=(71)





=



?

20% of time for a 4 month period.
7 hrs times 16 weeks
112 hours*

*caveats aplenty

Librarian Units Language

- Bishops*
- McMaster
- Western

Equivalent Time?

15 Contracts specified some kind of calculation
(21% of units we looked at)

Equivalent Time?

Brock - 20 Release Day

Acadia - up to a maximum of 7 hours per week

Bishops - up to 8% of their normal workload in a year. Such leave may be taken all at one time or may be spread over a defined period of time;

Campion - for a minimum of two weeks each academic year, to pursue professional research or scholarly activities.

Concordia - In the case of librarian members, one three-credit course remission shall equal one hundred and forty (140) hours. A librarian member's professional activities shall be adjusted accordingly.

Lakehead - In the event that the Chief Negotiator is a librarian member, the Board shall authorize a reduction of working hours to a maximum of twelve (12) hours per week in the four (4) weeks preceding the last date on which negotiations may be opened and continuing during the period of negotiations.

Luther - Librarians may request release from other duties, for a minimum of two weeks each academic year, to pursue professional research or scholarly activities.

Memorial - release for research and professional development shall be for twenty (20) days

Queens - Each half-course (0.5 credit or equivalent) course release, or ten (10) hours per week per Academic Term for librarians and archivists

St FX - Any evening and weekend shifts will be distributed fairly and equitably. A Librarian assigned a shift that is scheduled outside the hours of 8:00 and 17:00 hours Monday to Friday is entitled to equivalent release time. One holiday shift shall be equal to one-and-one-half (1 1/2) days release time. The release time shall be scheduled with and approved by the University Librarian by the end of each term if a block of time taken is greater than three (3) days in any month.

UNBC - Should a Librarian Member be assigned such release time, it shall be assigned at an equivalency rate of three (3) hours per week on average per one (1)-term course

University of Ottawa - one (1) regular one-term course shall be deemed equivalent to twenty-five percent (25%) of the Member's workload during one (1) term.

UPEI - one fifth (1/5) of their professional practice responsibilities over a twelve (12) month period if they are a Librarian.

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Some specific examples

Positive Language

Wilfrid Laurier University

Should a Librarian Member be assigned such release time by the Association it shall be assigned at an equivalency rate of 7 hours/week on average per one-term undergraduate course. The Librarian Member shall negotiate with their supervising AUL, otherwise with the UL, the timing of such release time. The Association will inform the University of the names of the Members for whom release time is allocated as soon as they are elected or appointed and not later than May 1.

Concordia

b) To facilitate the work of the Association, the Employer agrees to assign twenty-six (26) three-credit course remissions per academic year to the Association. In the case of librarian members, one three-credit course remission shall equal one hundred and forty (140) hours. A librarian member's professional activities shall be adjusted accordingly.

Positive Language

Mount Allison

Article 24 - Release Time for Librarians

24.01 A librarian who wishes to secure release time to undertake further study with university level courses shall apply to the Library Council.

24.02 The Council shall make recommendations to the Dean of Libraries and Archives who will make the final decision as to whether an application for release time is to be approved.

24.03 Nothing in this article limits the power of the Employer to grant leaves of absence with or without pay in order to allow a librarian to undertake further study.

Negative Language

Western University Librarians

25% for lib chief negotiator but if it's a faculty, they get 50% reduction in teaching...

McMaster Librarians

Union stewards and other Union representatives will not leave their duties without first obtaining the permission of their supervisor, or designate.
Requests for Union Release Time, paid or unpaid, shall not be unreasonably denied.

Interesting Finding

St. Francis Xavier

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Impressions

Lots of paternalistic language (eg. 'may do research')

Librarians seem reluctant to take advantage if, by doing so, it may adversely affect their colleagues' workload

Consistent with previous research about librarian representation on collective bargaining teams

Demonstrable gap as regards to parity

Outdated research-related leave contract language reflects the profession as it was in the past

Service release language should be streamlined to accommodate librarians' work: One day/week for X months

Being part of the Faculty Association Union seems to create the best results

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Implications



- Burnout
- Decline in participation
- Sure, you can take the money, but that doesn't address the issue

Thanks & Questions

Tim Ribaric

tribaric@brocku.ca

Carla Graebner

cgraebne@sfu.ca