Tenure is being threatened by state governments in the United States, which perceive tenure as an obstacle to efficiencies and look to silence critics. Tough budgets have also become the norm in Canada, as government funding continues to decrease and student tuition has increased. Academic freedom is also threatened as fewer tenure-track positions are added every year. This paper examines how academic freedom protections have developed for librarians and when they have failed. When librarians do not benefit from tenure, what protections exist? Does workplace speech in Canadian academic libraries provide any protections for non-academic staff? What role do Canadian library associations play in these struggles?