

[Carleton University's response \(using MSWord tracked change\) on Article 13.3 with respect to collective bargaining with the Carleton University Academic Staff Association \(CUASA\) CUASA Proposal](#)

[CUASA Proposal Without Prejudice](#)
[Date: August 1, 2012](#)

Article 13.3 Professional Librarian Workload

(a) (i) **On an ongoing basis, Librarian workload should be developed through consultation between-between among individual librarians, and and their department heads resulting in agreed upon individual goals and responsibilities. However, for larger issues it shall be developed in consultation with and library management, resulting in agreed upon individual goals and responsibilities.** Workload will be consistent with each librarian's ~~agreed upon~~ job description as outlined in Article 11.2.

ii) Individual career stage, rank, level of administrative responsibility, interests, expertise, research and professional needs ~~of each librarian~~ will also be considered when determining workload. **Librarians shall be** ~~In recognition of the specification of hours of work in Article 13.3 it is necessary to ensure that librarians are provided with opportunities to pursue research, scholarly contributions, and professional service as outlined in Articles 13.3 and 15.4. iii)~~ Librarian workload will reflect the time and effort needed for achievement of promotion as outlined in Article 10.7 and of confirmation as outlined in Article 11.3.

~~iv) In assigning workload to a pre-confirmed librarian, the department head will take into account the needs of the librarian to achieve confirmation.~~

iii) Librarians holding cross-appointments to more than one unit should be assigned workload in a manner consistent with their percentage appointment in each unit.

vi) Librarians shall not be required to carry workloads unreasonably exceeding those of other librarians with comparable duties. Assigned duties should not require an unreasonable amount of time.

(a) (b) Duties

(i) The workload of a professional librarian employee shall be that specified in the current job description(s) for his/her position. All job descriptions of professional librarian employees shall be fully accessible to professional librarian employees.

(ii) The job description in each case shall be consistent with goals and objectives which shall be established through consultation between the professional librarian employee and the appropriate supervisor **and Associate University Librarian**, and shall be generally attainable within a thirty-five (35) hour week averaged over the year.

(iii) A professional librarian employee ~~may~~ has the right to devote time during working hours to **research projects and/or** professional development activities in accordance with Article

15.4(c). ~~(iv) Leave to engage in professional development activities shall be subject to agreement between the professional librarian employee and the University Librarian or his/her designate. Such leave shall not be unreasonably withheld. Time necessary for research projects and/or professional development shall be scheduled by mutual agreement between the professional librarian member, and their supervisor, and library management, subject to operational requirements and available funding.~~ Such **scheduling** requests shall not be unreasonably denied. **Each librarian may devote up to 20 percent of their workload to research and scholarly activities.** ~~The employee shall have the right to at least twenty five (25) days of such time a year.~~

[Article 13.3 would be renumbered as appropriate.]

Revise Article 15.4(c) as follows:

Professional librarian employees, while complying with the responsibilities in this article, have the right and responsibility to devote their energies conscientiously to their **research projects and/or** professional development, **subject to operational requirements and available funding.**

Revise Article 15.4(g) as follows:

Although it is not expected that all professional librarian employees will engage in research/scholarship, those who do shall have the right to seek University support for the research/scholarship, **and the responsibility to report on those activities in their annual report. to their Library colleagues, and to seek to publish, present, or otherwise disseminate the results of their research/scholarship.**