

CUASA Proposal

Date:

Article 13.3 Professional Librarian Workload

**(a) (i) Librarian workload should be developed through consultation between individual librarians and their department head, 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. 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.**

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

**v) 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 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. 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.]