



COLLEGE FACULTY
PERSONNEL SCOLAIRE
DES COLLÈGES



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Work-To-Rule (WTR) for Librarians

What is work-to-rule (WTR)?

WTR is considered strike action even if there are no picket lines that can be crossed. The purpose of our WTR action is to resolve negotiations without further escalation. The more each of us participates in this stage of action, the less likely we will need to escalate to a full strike.

WTR is designed to have a detrimental impact on administration, not students or other faculty. We are not asking anyone to not do their job; we're simply putting a big spotlight on all the free labour that the College Employer Council (CEC) insists does not exist.

Both our Collective Agreement and governing legislation, the Colleges Collective Bargaining Act, offer protections for all Union members including partial-load and probationary faculty who participate in lawful Union activities such as WTR and work stoppage.

Why should Librarians be concerned?

The CEC has imposed contract terms by changing the Counsellor class definition, inserting legal language that allows Counsellor work to be assigned to people outside of the bargaining unit, such as Support Staff, administrators, contractors, for-profit companies, etc. If the CEC is successful in making the changes permanent (e.g. we vote for a shoddy contract), the CEC is expected to go after the Librarian class definition next.

Currently, only 10 of the 24 college libraries have at least 1 full-time faculty Librarian. As a model for the future of college libraries, the CEC is looking to some Ontario colleges where there are no faculty Librarians, and instead people with the MLS degree are hired as Support Staff Library Technicians. This trend is part of a much broader movement to deprofessionalize librarian positions, whether to replace librarians with library technicians, or to fill librarian positions with people holding the MBA or MEd degree instead of the MLS degree.

What WTR actions can I take?

1. Add a custom signature to your email that states the facts, and your WTR hours. Do not answer emails outside of your work hours. The email signature will manage user expectations. Using the example below, if the email is time-stamped 3:31, the user will know to not expect a reply until the next business day at earliest.

Sample addition to email signature:

The following has been written as an individual faculty member and not as a representative of the college: Librarians have been working without a contract since September 2021. The College Employer Council and college management have chosen to impose terms and conditions of work on Librarians, rather than extend existing terms during bargaining. We have begun a work-to-rule campaign in protest. For more information, visit: collegefaculty.org. I am available to read messages from 8:00am - 12:00pm & 12:30pm - 3:30pm on Monday - Friday only.

2. No committee work. You can remain a member of the committee, but do not attend meetings or do committee work. The only exception is if the meeting is mandated by legislation, such as the Joint Health & Safety Committee (JHSC).

3. No meetings unless attendance is explicitly directed/mandated by your supervisor in writing.

4. No new projects. Do not volunteer for new work. This includes Library programming. You can refuse work that is not explicitly mandated to you by stating that you would like to take the work but are unfortunately unable to because until WTR ends, it is strike breaking.

5. No Library programming unless specifically and explicitly assigned to you in writing. If explicitly assigned to you in writing, perform only the very specific parts that are assigned to you, e.g. delivery. All other work - such as ideas, planning, and logistics, which the CEC states that we do not do - is voluntary work, which if not specifically assigned but is performed by a member, is strike-breaking.

6. No delivery of professional development for employees, unless specifically and explicitly assigned to you in writing. Like programming, perform only the very specific parts that are assigned to you, e.g. delivery. All ideas, planning, creation of content, and logistics are voluntary work. If this work is not specifically assigned and is performed by a member, it is considered strike-breaking.

7. No orientation activities unless specifically and explicitly assigned to you in writing.

8. Stop editing online content, and stop creating and uploading new content. Consider moving current content to non-college systems such as YouTube, Dropbox, Google Docs, etc.

9. Schedule your 10 days of professional development time. Our Collective Agreement allows for each full-time faculty member to receive 10 days of PD time, 5 of which can be continuous. This can be for any academic activity including research, reading, course renewal, online learning, etc. You are not required to produce any deliverables to the College for your PD. If you have not used your time for this academic year, it is very important you schedule it for a period between now and the end of the academic year. Please send a short email to your supervisor

requesting approval in writing for your 10 PD days. I.e. I am requesting my professional development days on XXXX to do XXXX. Please confirm your approval.”

10. Encourage students to contact their College President: <https://www.collegefaculty.org/write-your-college-president/>

Our actual bargaining unit jobs have a very narrow focus - which is: teaching, collection development, 2nd tier reference, faculty liaison, and original cataloguing - and according to the CEC, that is all we do and nothing more. The reason we are overwhelmed with work is because we have routinely included non-core operations and projects into our own work. **We are asking you to stop doing anything that is not essential to your core work.**

For example, an e-Resources Librarian may also play the role of Data Librarian for Statcan DLI, or act as the Assessment Librarian for usage stats. This person should focus on only the procurement and maintenance of e-Resources, and stop acting as the Data Librarian and Assessment Librarian.

I have questions. Where can I go for help?

Your Local union executive is the best place to ask for help. Centennial Librarian Steward Eva McDonald is also available, and can be contacted by sending your non-college email address from your college email account to emcdonald@centennialcollege.ca. Eva will contact you using a non-college email address.