



March 2019

## Report to CAUT Council

The Librarians' and Archivists' Committee has been working diligently to preserve and enhance the daily working conditions of our members wherever they find themselves across the country. The committee is comprised of: Jennifer Dekker - University of Ottawa, Kate Cushon - University of Regina, Tara Mawhinney - McGill University, Amanda Wakaruk - University of Alberta, William Denton - York University, Kathleen Scheaffer - University of Toronto, and Orvie Dingwall, University of Manitoba. The committee has met twice in Ottawa and once via teleconference since last Spring's CAUT Council.

This year saw the publication of the much heralded *Bargaining Advisory on Bargaining Parity for Librarians & Archivists*. Constructing this document was a large undertaking from members of the committee past and present. This document concisely describes the main issues Librarians and Archivists talk about at the table during collective bargaining. It contains descriptions and exemplar language from collective agreements from across the country and is meant for everyone within the academy, not just Librarians and Archivists. It is a great pleasure to see this document in the hands of our members. It can be found on the CAUT website in the members' section.

Also within the last year we saw the release of the *Librarian Salary and Academic Status Survey, 2014-2015, 2016-2017*. This very ambitious survey provides a comprehensive analysis of the landscape Librarians and Archivists find themselves within. The completed analysis and data can be found on the members' area of the CAUT website and I encourage all academic staff associations to consult this resource, and not just during bargaining activities.

During our fall meetings we had the opportunity to have a discussion with the CAUT Francophones' Committee. During that time we discussed issues touching upon the status of francophone librarians. This meeting started the groundwork of future collaborations which to date have included the creation of 2 joint policy statements which will in time be brought in front of the CAUT Executive for consideration.

The Committee has also released a *Discussion Paper on Open Educational Resources (OER)* which is available to all members of the public as well as all CAUT affiliated institutions on the Librarians' and Archivists' Committee page on the CAUT website. OER is beginning to surface on most campuses in the country and is becoming part of the work Faculty, Librarian and Archivist members across CAUT undertake. It has been a great opportunity for the committee to be able to draft and present a discussion paper on the topic.

Finally, the bulk of the work undertaken by the committee in this past year has been the development of the agenda for our upcoming conference entitled: **Navigating the Reorganization**. It will be held in Ottawa, October 25 and 26. Many Libraries across the country have undertaken reorganization exercises that have drastically changed the way Libraries support researchers and Faculty members on campus. Quite often these changes turn libraries into unrecognizable places with services aligned along tenuously defined priorities. The most pernicious aspect of these exercises is that quite often they are conducted in ways that circumvent checks and balances described in Collective Agreements. Collectively Librarians and Archivists across this country need to engage in conversation about what mechanisms we have to protect the working conditions and terms that were hard won victories from successive rounds of collective bargaining. The ultimate goal of the event is to have a representative(s) from every CAUT institution attend to be able to bring the conversation back to their campuses. The conference will also feature active learning sessions, and break-out discussions with lots of opportunities for active participation. We are also looking forward to a strong contingent from within the francophone community in lieu of the fact that the conference will be presented with simultaneous translation.

To conclude I would like to express my thanks to the committee members, my colleagues at CAUT, and to members that have contacted me with their questions, comments, and concerns. It has been my privilege to serve as Chair and I look forward to another great year ahead.

In Solidarity,  
**Tim Ribaric, Chair**