

## **MSCA Librarians Committee - Annual Report**

### **2020 Delegate Assembly**

### **Virtual - Zoom**

#### **Membership:**

Participants included the following MSCA librarians:

Nancy George (Salem), Suzanne Meunier (Framingham), Pamela Hayes-Bohanan (Bridgewater), Pamela Contakos (MCLA), Caitlin Pereira (Mass Art), William Lundmark (Worcester), Linda LeBlanc (Fitchburg).. President O'Donnell served as an ex-officio member; Nancy George served as chair and William Lundmark served as vice-chair of the committee.

#### **Communication:**

The committee communicated via email and met in-person and via online meeting software.

Nancy George represented the committee at MSCA Board meetings and in librarian-related discussions with other Board members.

#### **Concerns and Activities:**

##### *Deprofessionalization Issues*

This was again a topic that came up at our meetings. Members of the committee are troubled by the trend to hire librarians in positions in non-MSCA units. The issue was brought up in a MSCA Board meeting last year and the committee has not yet found out the results of the investigation.

##### *Workload*

As with the previous year, the committee has had in-depth discussions about the smaller number of MSCA librarians in their libraries and subsequent increased, unsustainable workloads for those librarians remaining at the libraries. It was determined that the primary way to address this issue and protect librarians from workload abuses is to seek language changes in the CBA that address workload.

##### *Librarian CBA Language*

The committee worked on CBA language and met with members of the Day Bargaining Committee and the chair of the committee to communicate this language to the team. The language was also sent to the Day Bargaining Committee.

Two items which have been problematic for librarians include librarians being considered

essential personnel and Library Program Areas having a minimum number of librarians needed to be considered a LPA.