

Librarians Committee Report

2023 MSCA Delegate Assembly

William Lundmark, Worcester State University, Committee Chair

With the resignation of the Librarians Committee Chair, Nancy George, of Salem State University, at the end of 2022, I assumed the principal role on the committee from my previous position as Vice-Chair. At the beginning of the New Year, 2023, with the prospect of a new round of contract negotiations soon to begin, the committee agreed to meet on a monthly basis. A written survey was circulated to committee members in January to compile a list of issues we wished to address in the next contract. Preliminary results of the survey were shared with the MSCA Executive Board early in the year and a more detailed report was provided later following further discussions of these issues by committee members, including some suggestions for changes in contract language. As this report is being prepared, a meeting of the committee with our bargaining representatives is pending to finalize our proposals.

Our list of demands regarding the working conditions and status of librarians in academic institutions can be briefly summarized as follows: eliminate the growing practice of designating librarians as "essential" personnel; establishing a standard workweek of 37.5 hours with no evenings or weekends required; increasing salary minimums to be competitive with national and regional medians; providing adequate compensation for additional responsibilities permanently assumed when librarian positions are vacated, eliminated, or "redesigned"; eliminating limitations on vacation and leave accruals; and recognizing the Master's in Library and Information Science as a terminal degree for hiring and promotion. In addition, we would also like to explore making some provisions for creating adjunct librarians positions, establishing an "Instructor" rank, and awarding release time for continuing scholarship activities and teaching semester-long classes. Finally, we propose eliminating the minimum requirement of six librarians for a Library Program Area, providing additional stipends and responsibilities for the LPA chair, and re-designating AFSCME librarian positions as MSCA positions with college-level qualifications