



**Carleton**  
UNIVERSITY



## A “Honey” of a Union Deal:

The Labour Activism  
of Carleton University  
Librarians  
1973–1975

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# Radical change

1975

- Carleton University professors became the 1st in Ontario to certify their faculty association
- Carleton's librarians were charter members of this bargaining unit.
- This was a radical change for the librarians—most of whom were women.

## Why unionize?

A desire for higher occupational status & workplace equity, measured broadly as:

- the right to negotiate terms and conditions of work
- this included pay and promotional scales



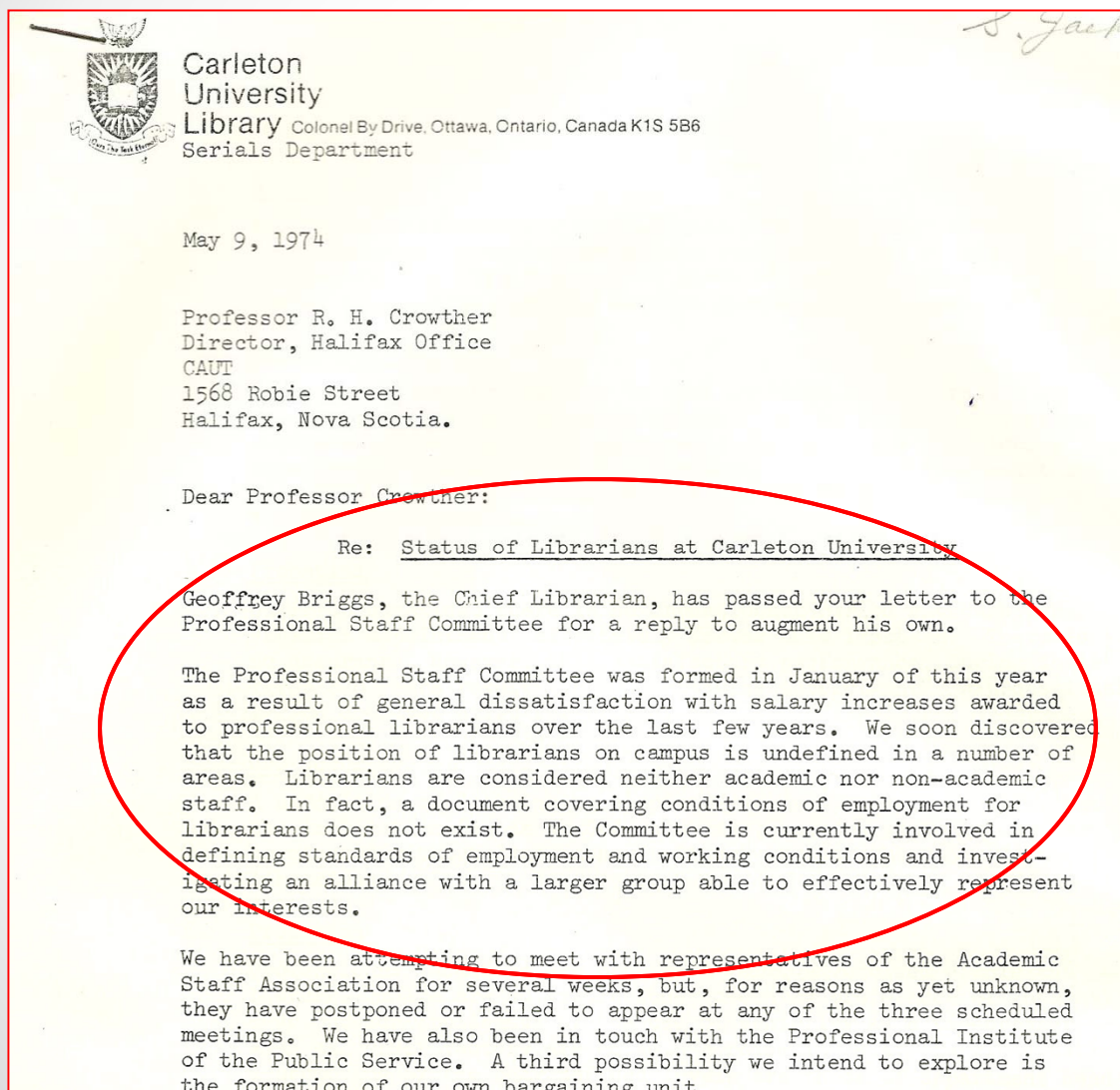
## No “honey deal”

Carleton librarians knew one option was to join a union of all non-managerial library employees.

But according to Susan Jackson, while University librarian Geoffrey Briggs might have wanted a “a honey union of all the library staff that he would, of course, then have some nice influence on,” the librarians were opposed.

They were interested in gaining more power for themselves, not Mr. Briggs, and thus an alliance with Carleton academic staff.

# Librarians: Efforts began early 1974



Valerie Swinton  
writes to the  
Canadian  
Association of  
University  
Teachers  
(CAUT) in  
May, 1974:

*“Neither academic  
nor nonacademic”*

# Academic status



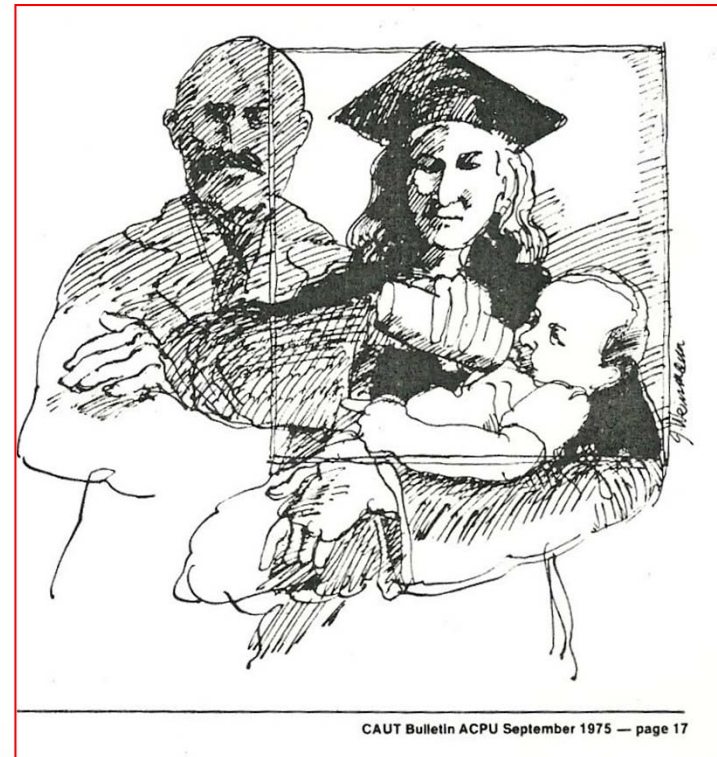
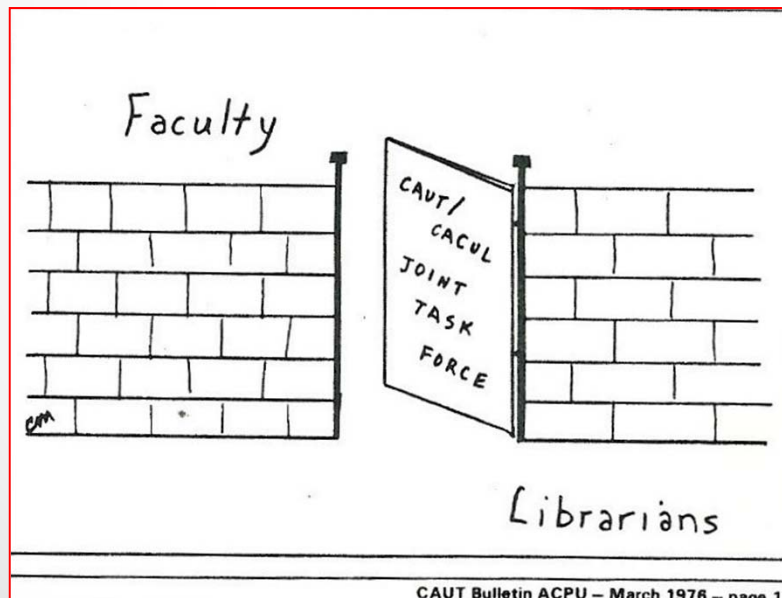
# Question of occupational status

Complex relationship involving:

- Identity as professionals and academics
- Standing, measured in part by salary and promotional opportunities

# Identity ~ gendered nature of work

- Librarianship as professional
- Librarianship as academic
- Both designations traditionally masculine but changing



Standing:  
Random salaries and no  
promotional structure



# A need for association

- Formed the Association of Professional Librarians of Carleton University (APLCU) in Nov. 1974
- Continued to seek an alliance with a larger group
  - Carleton University Academic Staff Association (CUASA): throughout 1974
  - Canadian Association of University Teachers (CAUT)
  - PIPSC (Professional Institute of the Public Service of Canada)
  - Not Canadian Union of Public Employees (CUPE)
    - Organizing public libraries; each library a local including all professional and non-professional staff



# The appeal of CUASA



# CUASA was interested



“There were some real problems ... some really nasty stuff ... a lot of sexual harassment ... no daycare ... no maternity leave ... and of course that was the beginning of making common cause with the librarians, because the librarians were mostly women, and we participated in things to do with the women’s movement and that kind of thing, a fairly firm alliance, that was very important over the years, both the unionization itself and getting a good collective agreement ...”

*Professor Jill Vickers, former CUASA president, oral history interview, 2011*

# Carleton' academic staff begin to organize in Nov./Dec. 1974

VOLUME 5, NO. 2, DECEMBER 1974

**C**arleton **U**niversity **A**cademic **S**taff **A**ssociation **NEWS**

## C.U.A.S.A. TAKES THE PLUNGE ???

### *President's Report:*

**J.M. Vickers**

Exactly one week after the General Faculty Board Meeting at which President Oliver announced the bleak financial picture for Carleton in 1975-6, a general meeting of CUASA,

voted on. The motions and a record of the votes can be found in the box.

At the meeting representatives of our national and provincial affiliates were present. Professor Vic Sim of CAUT (who has been so helpful to us on the "redundancy" document now before Senate) and Professor Graham Murray of OCUFA spoke to the meeting. Like good parents, both warned the meeting that

al average and/or (2) remove the stipend for over-load summer teaching would not be implemented without consultation with CUASA. Once again, I am maintaining a watching brief on this issue on the Academic Planning Committee.

On the collective bargaining front, legal experts provided by OCUFA and CAUT will be examining our constitution over the

Key issue?  
Occupational status: Job security,  
wages and the “rule of law”



"SOME OF US ENDANGERED SPECIES ARE  
GETTING TOGETHER SATURDAY NIGHT FOR ONE  
LAST FLING AT THE WATER HOLE."

# February 1975

- APLCU holds “famous” meeting to discuss options
- The majority vote in favour of joining CUASA

THE ASSOCIATION OF PROFESSIONAL LIBRARIANS OF CARLETON UNIVERSITY  
(APLCU)

Third meeting: Monday, February 24, 1975, 8:30 p.m., held at the home of Erika Fuerst.

Minutes

1. The minutes of the second meeting were read and approved.
2. It was decided that the 23 persons present (of whom 20 had paid membership fees) constituted a quorum.
3. The following documents were distributed:
  - a) C.U.A.S.A. Report of the Sub-Committee on Membership of Librarians
  - b) An invitation from C.U.A.S.A. Council to the professional librarians of Carleton University to join C.U.A.S.A.
  - c) A.A.L.O. Brief to O.C.U.A. Questionnaire.
4. Neil Brearley presented a report on collective bargaining options for librarians, summarized below.
  - I. Informal negotiations with Administration.
  - II. Voluntary recognition of the APLCU (as a union) by the Administration.
  - III. Collective bargaining.
    - A. Bargaining Units.
      1. Carleton professional librarians
      2. Carleton library staff
      3. CUASA
      4. CUSSA
      5. Academic librarians in Ontario
      6. Professional librarians in Ontario
    - B. Bargaining Agents.
      1. Act as our own agent
      2. A recognized trade union, e.g. C.U.
      3. Canadian Association of University only with bargaining unit defined
5. Neil Brearley moved that his report be accepted. Motion passed.
8. Martin Foss then moved that the Association not make a choice of a) bargaining group or b) the bargaining agent immediately. Seconded by Florence Coleridge. The result of the vote was 13 against, 6 for, 4 abstentions. Motion defeated.
9. A discussion of the merits and demerits of the remaining 4 options followed. A vote was then taken. 15 voted for CUASA, 5 for Carleton Library Staff, 1 for Carleton professional librarians, 1 for CUSSA. There was 1 abstention and 1 spoiled ballot.

# What the librarians didn't do



● **Photo credit:** Archives and Special Collections, Morisset Library, University of Ottawa, Ontario (Canada), X10-1, Canadian Women's Movement Archives (CWMA), P-X10-1-136/Amanda Bankier (Based on) ●

# Summer of 1975



Subject to any ruling by the Anti-Inflation Board, my recommendations will result in the following salary increases:

	<u>Present</u>	<u>Future</u>	
Armour	15,200	17,936	
Atherton	12,000	14,160	
Beaumont	10,000	12,800	floor
Carson	12,000	14,160	
Carter	20,400	24,072	
Catley	10,500	12,800	floor
Filotas	11,250	13,275	
Fraser	11,750	13,865	
Fuerst	11,350	13,393	
Gifford	21,975	25,930	
Hall	12,300	14,514	
Jackson	16,275	19,205	
King	11,500	13,570	
Knight	12,000	14,160	
McColgan	11,250	13,275	
Montgomery	9,750	12,800	floor
Palin	12,400	14,632	
Roberts	11,250	13,275	
Ross	16,000	18,600	
Sly	14,750	17,405	
Sminiski	10,600	12,800	floor
Swinton	12,850	16,300	floor
Szepesi	12,300	14,514	
Turner	12,500	16,300	floor

Successful collective bargaining:

- Better salaries
- Official rankings & promotion program

Effectively achieved “equal pay for work of equal value”

## RECOMMENDATION 1:

Carleton University professional librarians should be classified within the ranks of

LIBRARIAN I

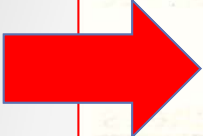
LIBRARIAN II

LIBRARIAN III

LIBRARIAN IV

# Academic status

## 15.4 Rights and Responsibilities of Professional Librarian Employees

- 
- (a) Professional librarians have the right and responsibility to devote their energies conscientiously to the development of their professional competence and, if engaged in research, scholarship or teaching, their scholarly competence and effectiveness as teachers.
  - (b) It is the responsibility of professional librarians to deal fairly and ethically with those to whom they render their professional services, to foster a free exchange of ideas, to avoid discrimination and to respect the principles of confidentiality in a manner consistent with the performance of their professional role.
  - (c) Professional librarians shall have the right and responsibility to adopt reasonable means to maintain a learning environment in the Library which is both orderly and productive
  - (d) Professional librarians, if involved in scheduled instruction shall not cancel nor terminate such scheduled instruction except for good reason and shall where possible give their students notice of such cancellation and notice of any re-scheduling of cancelled instruction.



“Honey” deal:  
“Rather sweet”

