

## Celebrating the One Year Anniversary of our First Labor-Management Meeting

When the Library's Strategic Plan draft was released on February 7, 2014, we demanded the right to negotiate its implementation, since the plan clearly indicated possible changes in our terms of employment and working conditions.

The University Librarian and UCR Labor Relations were eager to have open discussions with union representatives. Thus, our first Labor-Management Meeting was held on May 22, 2014. During the meeting, we discussed how the plan could affect our work roles and workload. We spoke about the alarming trend of hiring staff outside of the librarian series. We asked for clarification of terms and phrases within the Strategic Plan. Most importantly, we established what would be a continuing dialogue between union librarians and the University Librarian.

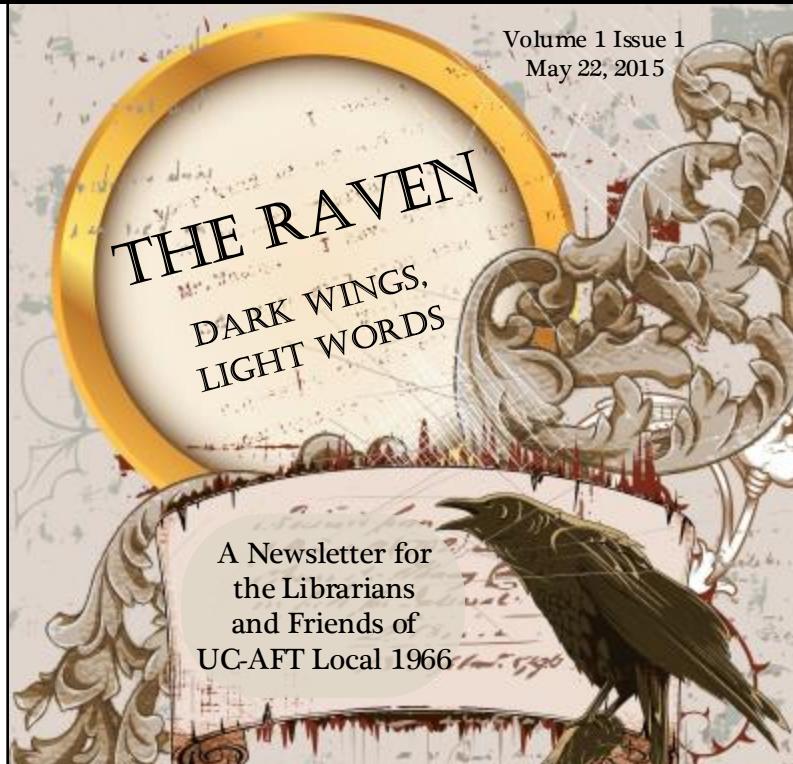
[Anniversary, Continued Page 4](#)

### From the MOU

Article 3, Section A



HERE SHALL BE reasonable flexibility and reasonable individual discretion for librarians in the use of University time so that they may function as academic appointees of the University of California. Choice of other activities such as study, writing, research, public service, and requests to attend workshops, institutes, and conferences, as well as the choice of professional organizations in which to be active, are left to the discretion of the individual librarian.



### Contents

[White Noise, Page 2](#)  
[Thinking Points, Page 3](#)  
[Calendar & Notices, Page 4](#)

### Information

*The Raven* is an occasional newsletter conceived, written, and compiled by Carla Arbagey, Librarians' Grievance Steward, UC-AFT Local 1966 President, and Librarians' Bargaining Team Member.

If you would like to contribute in any way, please e-mail Carla at [carbagey@ucaft.org](mailto:carbagey@ucaft.org)

## Shop Notes from the Grievance Steward

### UC-AFT Local 1966 Executive Board Meetings

The local E-Board met Wednesday, May 20 at the Getaway Café. Grievance Steward and Chief Negotiator for the lecturers (Unit 18) Ben Harder gave a report on current bargaining efforts, which include clarifying the article on layoffs. The next bargaining session will be May 28-29 in Oakland.

We confirmed the recent e-board elections: up for election were the offices of President, Grievance Steward, and Secretary. Joshua Fenton and Erla Marteinsdottir, both lecturers for the University Writing Program, were elected Grievance Steward and Secretary, respectively. Your humble narrator was elected President of our local union chapter. All officers were elected by acclamation of the Election Committee, and will begin on July 1<sup>st</sup>.

The e-board also discussed the expiration of the current Unit 18 contract, which will happen June 1<sup>st</sup>. We have planned an event for lecturers and librarians, called "A Union Gathering: Making Plans for the Future Contract," to be held at the SubStation in the UCR Bannockburn Complex this coming Monday, June 1<sup>st</sup>, from 12-2pm. Please plan to come by for solidarity & sandwiches!

We discussed several other upcoming events of importance to our union, which you can find in the Calendar of Events on Page 4.

[Shop Notes, Continued Page 2](#)

**SUPPORT EQUALITY!**

[HTTP://WWW.MARRIAGEEQUALITY.ORG/](http://WWW.MARRIAGEEQUALITY.ORG/)



## White Noise Generators: The What, Where, and Why

What is a white noise generator?

Quite simply, it's any machine that generates white noise. What is white noise? It is defined in the Oxford English Dictionary as "Noise that has effectively equal energy intensities at all frequencies within a frequency range of interest, typically heard as a hissing sound; continuous, indistinct noise, esp. that which obscures other sounds." (<http://www.oed.com/view/Entry/423243>) White noise generators come in many forms, from personal sound therapy machines that help you sleep, to small ceiling-mounted units designed to be inconspicuous.

Where are they in the library?

White noise generators have been installed in two locations in the Rivera Library. The first cluster may be found above the new librarians' offices on the fourth floor in Special Collections & University Archives. The second cluster of white noise generators was recently installed in the hallway inside of Library Administration (just outside the UL and AUL offices), and inside the UL Conference Room.

Why are they in the library?

White noise generators are commonly used to drown out or obfuscate other sounds, such as street noise, your neighbor's loud music, or speech. When three new offices were installed for the Special Collections and University Archives librarians (currently classified as curators), the walls for the offices did not extend to the ceiling. Thus, white noise generators were installed above the offices in order to drown out noise coming from the SC&UA reading room and other offices.

The white noise generators in Library Administration were installed specifically to drown out speech coming from either the UL/AUL offices or the UL Conference Room, as was indicated by AUL Ann Frenkel during a conversation that took place before a recent meeting of the Strategic Plan Implementation Steering Committee. Frenkel did not mention the specific reason as to why speech would need to be obscured.

Reactions to this development from other librarians, both on- and off-campus have frequently been one of stunned amazement, or, in one case from a colleague at the recent Acquisitions Institute in Timberline, Oregon, "Are you joking!?" I will let the readers decide for themselves the implications of these white noise generators in our administration offices, however I will say that this only adds to the increasing culture of secrecy that looms over our library.

The next time you find yourself in Library Admin, listen for that soft hissing sound...it could be a snake.



The QT®100 system from Cambridge Sound Management, which has an appearance very like the white noise generators installed in the library. The Cambridge Sound website (see <http://cambridgesound.com/products/qt-100/>) says this unit can "make a big impact in small spaces needing improved speech privacy."



The LectroFan - Fan Sound and White Noise Machine, \$54.95, <http://amazon.com/dp/B00JU8P8VY>

From the product description: "LectroFan provides a flexible state of the art sound masking technologies in an affordable and attractive package. Your clients will be more comfortable discussing sensitive personal information with LectroFan sound conditioning machines protecting their privacy."



### Shop Notes, Continued from 1

#### Grievance Steward Meetings with the University Librarian

The UL's office has cancelled all meetings with me from late April through June, citing travel, projects, and a busy schedule. The next scheduled meeting is July 9; if you have a particular topic or concern you feel should be discussed with the UL, please let me know!

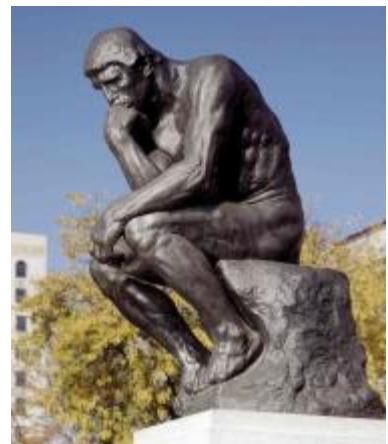
#### Future Labor-Management Meetings

The next L-M Meeting will be held on June 1 to discuss moving library staff currently classified as curators into the librarian series. Time permitting, we will also discuss the librarians' review process with regards to the amount of points awarded. Axel Borg, Viticulture & Enology Librarian at UC Davis and chief negotiator for the current Librarians' MOU, will attend the L-M meeting to support local librarians.

Further ahead, we will be looking at toxic stress in the workplace. Your union wants to know: what stresses you out at work? How do we make this a safe working environment both for our physical and mental well-being? I am planning to draft a survey that will solicit answers about these questions and others, but I need your help. If you would like to work with me on developing a stress survey, please e-mail me at [carbagey@ucalt.org](mailto:carbagey@ucalt.org).

## Thinking Points: Qualities we would like to see in a University Librarian

Below is an excerpt from the UCR LIBRARY NEWS newsletter, Volume 30 Issue 4 (April 26, 2002). Heidi Hutchinson, now a retired UCR librarian, was the LSA President when this article was published. She reports on an all-staff meeting that identified the qualities library staff would like to see in their new University Librarian. It is striking that the same issues identified by this group (communication, low morale, physical space, technology, etc.) are issues we still have today.



### ALL-STAFF MEETING ON THE UNIVERSITY LIBRARIAN SEARCH

On March 26, 2002, LAUC-R and the Library Staff Association jointly hosted an information exchange and brainstorming session regarding the ongoing search for a new UCR University Librarian. Over 50 staff members attended the meeting, which was titled "What the UCR Library Needs in a University Librarian." The Library's members on the UL Search Advisory Committee (a campus committee), Judy Lee, Julie Mason and Rhonda Neugebauer first brought us all up-to-date on the progress of the search, then members of LAUC-R's Visibility Committee (Michele Potter, Stefanie Wittenbach and Judy and Rhonda) asked for input from the staff on the interview process. The presenting group had prepared an excellent handout outlining the goals of the meeting and some details on the following discussion topics:

- 1) what to include in a document packet that the search committee might send to the candidates
- 2) scheduling and itinerary

of interviewees  
3) presentation(s) by the candidates  
4) evaluation of the candidates  
5) proposed interview questions  
6) volunteer help from the library staff

These addenda and a summary of "Desired Attributes of the University Librarian" compiled by Stefanie from an article in *College and Research Libraries* provided the jumping-off point for a lively discussion on the "five most important needs of the UCR Library" and the "five most important characteristics or attributes of a UL to match the needs of the University Library."

Writing on flip charts, the members of the Visibility Committee noted the points brought up in the discussion and summarized them in a document for the rest of the UL Search Advisory Committee, which is composed mainly of UCR faculty.

These were the results:

#### What are the 5 most important needs of the University Library?

- ❖ Money/Resources/ Collection/Human/Fundraising/ Technology/Computers
- ❖ Visibility/ Advocacy on Campus/ PR
- ❖ Leadership and Vision
- ❖ Morale
- ❖ Professional Development
- ❖ Communication/ Interaction
- ❖ Access to Library Resources
- Physical Environment/ Space

#### What are the 5 most important characteristics/ attributes of a UL that match the needs of the University Library?

- ❖ Visionary
- ❖ Fund-raising experience
- ❖ Intellectual vitality
- ❖ Politically/ organizationally astute
- ❖ Approachable
- ❖ Team Player
- ❖ Honesty/Integrity
- ❖ Optimistic
- ❖ Confidence/Dynamism
- ❖ PR experience

(continued on page 4)

- ❖ Assertiveness/Boldness
- ❖ Ability to build relationships at all levels
- ❖ Articulate story teller
- ❖ Charisma/ Presence
- ❖ Ability to exploit opportunities
- ❖ Contacts
- ❖ High energy level
- ❖ Flexible
- ❖ Ability to delegate
- ❖ Knowledge of professional/national and information technology trends
- ❖ Determination
- ❖ Ability to listen to advice/hear needs
- ❖ Sensitive to human needs
- ❖ Caring
- ❖ Financial acumen
- ❖ Motivator/commitment to empowerment

#### How will we know when we see those characteristics/attributes?

##### Approachability

- ❖ Body language
- ❖ Eye contact
- ❖ Use of names
- ❖ References to previous positions and their interactions with
- ❖ groups/structures/ communication
- ❖ Formal & informal relationships
- ❖ Communicates his/her vision
- ❖ Articulate
- ❖ Persuasive
- ❖ Practical, has common sense

## Calendar of Events

|         |  |
|---------|--|
| May 25  | Memorial Day; paid holiday leave brought to you by unions!   |
| May 26  | UC-AFT Local 1966 Meeting with Office of Jose Medina, 61 <sup>st</sup> District Assemblyman, contact Field Rep Mo Menon (mmenon@ucaft.org) if you would like to attend |
| May 29  | State Assembly Higher Education Committee Hearing, 10am-3pm, HUB 302   |
| June 1  | Contract Meeting at SubStation, 12-2pm ***free lunch!***   |
| June 1  | Visit from Axel Borg, UC Davis Librarian, 10-11am  |
| June 3  | Librarians' Caucus Meeting, 12-1:30pm, Rivera 403  |
| July 24 | Steward and Site Rep Training for UC-AFT, Burbank, Contact Carla if you would like to attend   |
| July 25 | UC-AFT Council Meeting, Burbank, Contact Carla if you would like to attend   |
| TBA     | Labor-Management Meeting De-Brief (check your e-mail for the date)   |

## NOTICES

\*The union recommends using a non-UC e-mail for union communications. If you have not already done so, please submit your preferred non-UC e-mail for union communications to Librarians' Caucus Secretary Sharon Scott.

**\*Remember: If you don't know your rights, you have none!** Learn about your Weingarten Rights -- in a nutshell: if an employee has a reasonable belief that discipline or a change in working conditions may be discussed in a meeting, the employee has the right to request union representation. When the employee makes the request for union representation, management has three options:

- (1) it can stop questioning until representation arrives.
- (2) it can call off the interview or,
- (3) it can tell the employee that it will call off the interview unless the employee voluntarily gives up his/her rights to union representation (you have the right to refuse this option).



### Anniversary, Continued from Page 1

Since then, we have had many L-M Meetings, during which we discuss issues of concern to librarians. We also secured regular meetings between the grievance steward and the UL, and between the grievance steward and the Library "Leadership Team."

Although the Strategic Plan implementation has stalled due to the failed search for a Library Organizational Design and Human Resources Director, your union will continue to work on the issues that effect our jobs and make sure that our voice is heard in library strategic planning.



Like us on Facebook!

<https://www.facebook.com/ucaft.org>

<https://www.facebook.com/ucaft1966>

<https://www.facebook.com/groups/16626182924>

