**ARTICLE XXVIII**

**LIBRARY FACULTY WORKLOAD**

1. Changes in Scheduled Hours

The University shall discuss with the AAUP any changes of scheduled hours of work before such changes are put into effect. In case the AAUP disagrees with any such change, grievances may be directed by the AAUP immediately to the second step of the grievance procedure.

1. Duties

Librarians shall not be required to perform duties normally performed by non-bargaining unit members. The libraries shall not be open for more than three (3) hours per day without a

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librarian on duty, except during the first week in January following the University’s winter holiday closure. The University may open Moore Library from Monday through Friday at 7:30

a.m. but the time between 7:30 and 8:00 a.m. will not count against the “three-hour rule” nor will library staff be required to come in and staff the library at this time. This change in opening time will not change the time at which the reference desk is to be staffed.

1. Time for AAUP Meetings

Librarians shall be entitled to time for attendance at AAUP meetings, provided that one

(1) librarian shall remain on duty at the Library during such meetings. If a librarian is elected to an AAUP office or negotiating team, the librarian shall receive time to attend AAUP Executive Council meetings, AAUP chapter meetings, and other necessary meetings in order to carry out their AAUP duties.

1. Library Faculty Work Year

Bargaining unit members of the library faculty shall be employed on ten-month academic appointments. In order to allow for flexibility of scheduling over a full year (September 1 — August 31), that ten-month appointment shall be calculated based upon a two hundred and five

(205) days. The actual scheduling work year of workdays shall be carried out by the bargaining unit members of each library consistent with the staffing needs of that library. Library faculty may not be required to work beyond those 205 days in any year (September 1 - August 31), but if they choose to do so, they may carry up to twenty (20) days of compensatory time into the next year (September 1 — August 31). If bargaining unit members choose either not to take compensatory time or to work beyond twenty (20) additional days, they will be compensated at the rate of 1/205th of their base salary per day (except as specified in Article XXXIV, Section A(7), when the specified over-time rate shall prevail.) If the librarians cannot agree on a schedule, the Dean of University Libraries in consultation with the library chairperson shall fix such schedule. Workdays comprising the 205 days required herein shall include, and are limited to, days worked on the University campuses; days devoted to travel for faculty development or other authorized University business; sick days; days devoted to jury duty; days when-the librarian is scheduled to work but the library or University closes early due to an emergency; and days when the librarian is properly approved to work from home.

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