

Library Coverage Proposal

Management's proposal for library coverage was reviewed and the following plan is being offered:

1. The library will be closed on Saturdays beginning July 3rd. If it is determined the closure adversely affects the institutions operation, other options will be negotiated with Education Staff and the Union.
2. Education staff, represented by the union, will meet once annually to provide a schedule for library coverage on dates when the assigned Sunday library staff is on scheduled annual leave. Management will identify the dates prior to Education Staff selecting the dates needed for coverage. This will be done by seniority with the most senior person picking first. If there are more staff available than dates, the most senior education staff have the option of not selecting a date.
3. Volunteers will be taken first when any unscheduled Sundays need to be covered. If there are no volunteers, a rotation will be used starting with the least senior education staff. If staff are on annual leave, they will be skipped on the list to provide library coverage for unscheduled leave. The staff providing volunteer coverage will have the option of working Sunday for comp. time in lieu of changing their schedule to Sunday-Thursday for the coverage week.
4. Should the permanent volunteer Sunday-Thursday coverage change, Management or the Union will request to negotiate procedures to ensure fair and equitable coverage among all education staff, including the option to move the library from being closed on Saturdays to closing on Sundays.

6-16-99

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