



UNION MATTERS

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*My local works
because I participate*

Date and time of
General Membership
meetings are posted
at each worksite and
at www.cupe1169.ca

*"The broadest, and
maybe the meaning-
ful definition of vol-
unteering: Doing
more than you have
to because you want
to in a cause you
consider good.*

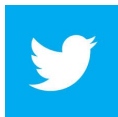
~ Ivan Scheier



*"No work is insignifi-
cant. All labour that
uplifts humanity has
dignity and importance
and should be under-
taken with painstaking
excellence"*

Martin Luther King Jr.

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President's Podium

Volunteers vs Paid Staff at the Cal- gary Public Library

It is critical that as members of the Canadian Union of Public Employees (CUPE) Local 1169 you understand that the contributions of our volunteers should supplement and enhance but never replace the work of any paid staff, including members of the bargaining unit. In order to ensure the success of any volunteer program, paid staff and members of the bargaining unit must be assured that volunteers will not be replacing the work which they are hired to perform. Let's be clear, paid staff and members of the bargaining unit are remunerated for their services, volunteers are not.

It is the responsibility of administration through the development and application of guidelines and policies to ensure that any contributions by volunteers do not threaten or undermine the work of paid employees; in particular, the work done by those employees whose employment is covered by the Collective Bargaining Agreement (CBA).

The limits of what a volunteer can and cannot do must be clearly communicated to and understood by the Manager of Volunteer Services, Design Leads and Service Delivery Managers. Specifically, the fact that in order to have "buy in" or support for volunteer initiatives, all paid staff and members of the bargaining unit must not have any fears of being replaced by hordes of enthusiastic volunteers alleviated. Furthermore, contributions by volunteers must never have a negative impact or threaten the jobs of

either paid staff
or members of
the bargaining
unit.

Your union recognizes that the justification of having volunteers is to increase and enhance the effectiveness of the Calgary Public Library (CPL) and to ensure the organizational strategic plan is fulfilled. Therefore, the challenge that must be met by the development and implementation of new volunteer initiatives must encompass activities that fulfill the strategic plan and goals of the CPL. Representatives of senior administration, paid staff, and members of the bargaining unit, volunteers and the Manager of Volunteer Services should all participate in assessing and determining the organizational targets for paid staff and those organizational targets that can be supported by volunteers. For the assessment to be effective participation must be broader than a traditional questionnaire and should occur on a regular basis, not just when a new initiative is being developed. By involving all affected staff and volunteers in assessing organizational needs these discussions would go a long way in easing the fears of all paid staff regarding job security and their future within the CPL. Furthermore, these types of discussions will assure the volunteers that their activities are designed specifically for them and that paid staff are supportive of their contributions to the organization.

Volunteer contributions which would support and not replace paid staff could include: work that does not re-



quire specialized skills and would allow paid staff or members of the bargaining unit to broaden the services they provide; work that requires specialized skills that paid staff or members of the bargaining unit do not have; work that would not be possible if volunteers were not available; work that is locked into a timed deadline, such as weekly or monthly, and is not done daily; work that can be assigned, which is off-site or after hours; volunteers participating in mass mailings; administering and analyzing programme evaluations.

Volunteer policies must clearly articulate the scope of their participation including their limitations and be approved by senior administration and the CPL Board. Those policies must include a guarantee of a nonthreatening work environment including the clarification of the interrelationship between all paid employees and volunteers.

Volunteers should be offered the same oc-

cupational health and safety training as all paid staff, thereby ensuring that the wellness and safety of the CPL volunteers is taken seriously.

The Government of Alberta Municipal Affairs Standards and Best Practices for Public Libraries in Alberta states in the section on Personnel-Volunteers page 23:

Volunteers: Volunteers enhance public library service in meaningful ways that reflect the abilities, needs, and backgrounds of the volunteer and the library. **Volunteers are not a substitute for paid staff. Operational activities should not depend on volunteer labour.** Volunteers' educational requirements vary based on the needs of the library and position.

If you have questions regarding volunteer activities at your worksite contact your union office for clarification.

*In solidarity,
Rh'ena Oake, President CUPE Local 1169
Calgary and Cochrane Public Library Workers*

Contract Corner: know your rights under the collective agreement



Article 1 – Purpose and Coverage

Clause 1.05 (a) The use of volunteers shall not lead to the replacement, transfer, reassignment, or layoff of bargaining unit employees, to a reduction in their hours of work, or to the elimination of positions in the bargaining unit. (b)

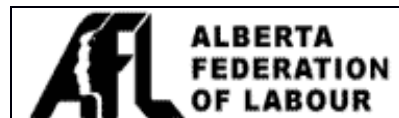
Written statements describing all volunteer contributions shall be provided to the Union; all volunteers will receive statements appropriate to the program(s) in which they participate, to ensure that they are aware of the parameters of their contributions. **(c) Discussion will take place with Union representatives prior to the implementation of any new volunteer-based program.**

What does this mean?

This clause speaks to your union's role in the implementation of any new volunteer-based programs. Volunteer Resources must meet with and engage in discussions with representatives of your union prior to the implementation of any new volunteer programs. The purpose of these meetings is to review the proposed volunteer initiative and discuss any concerns your union might have with any aspects of the proposed volunteer program. Historically your union has agreed to the majority of these proposals with the assurances that the programs do not result in fewer hours for you, our members. Furthermore, that the proposed programs do not duplicate or mirror the work of the members of the bargaining unit. Volunteer initiatives should enhance service delivery to our patrons not take away the work of the bargaining unit.

*Respectfully submitted by,
Terrill Budd, Vice President CUPE Local 1169*

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