

CIVIC SERVICE UNION 52

11305 - 95 Street
Edmonton, AB T5G 1L2
www.csu52.org
info@csu52.org



Phone: (780) 448-8900
Fax: (780) 479-7975
Toll Free from Calgary:
1-888-578-4043

August 25, 2011

Reference No: 40-4Communique.August2011

TO: All Edmonton Public Library Members
FROM: Edmonton Public Library Bargaining Committee
RE: **Call-In Pool Communiqué**

A Call-In Pool has been in operation at the Edmonton Public Library for most of this year. A Library Call-In Pool employee is someone hired to work on a casual and as required basis to carry out short term assignments, emergent or illness related absences.

This was agreed to by CSU 52 on a trial basis as a way to meet the need of staffing locations when no part-time employees were able to take the necessary hours. We have heard from staff that when a service point was short staffed (due to illness, etc.) it created an extra work load for everyone else. This new initiative was a way to address the situation. However, we also understand that part-time staff appreciate the opportunity to pick up extra shifts. The Call-In Pool allows for the shifts to first be offered to available part-time staff and if no one is available a Call-In employee may be used.

Library Management and the Union discussed that the utilization of Call-In Employees would not cause any staff reduction or reduction of scheduled hours of work for permanent and part-time classifications.

Other public libraries have this same type of employee, using different terminology like “substitute” employees, “casual” employees, “floating pool” employees or “auxiliary” employees to name a few.

The Union wants to ensure that our part-time members have the ability to pick up extra shifts and that this Pool will not impact that ability. We want our members to have the first opportunity to fill these shifts. At the same time, we recognize that this Pool allows service points to access staff and ensure that locations are appropriately staffed.

We will be discussing the continuation of the Call-In Pool in negotiations. If you have comments or concerns about the Call-In Pool or how it is being administered, please contact the Library Representative (jbasisty@telusplanet.net) or the Union Office at info@csu52.org. **Please provide us with any comments by September 12, 2011.**

Thank you,

Judith Basisty
Elton Raynor

Amanda Hall
Tamara Chivers, Chief Negotiator

Lloyd Litke