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Library Staff Covered by Collective Bargaining Agreements

A Report from the 2005 Survey of Librarian Salaries

This month, we report on the percentages of librarians, other professionals and support staff who are covered by collective bargaining agreements. In [May](#), *LW* reported the answers to the supplemental question, “Which compensation strategies do you use in your current pay system” and to check all that applied. There were seven typical strategies and six additional forms of compensation. We will analyze the final question about FTEs by department in July. Two of these questions were also asked in the 1997 Survey (See [1997 Results](#)).

The 2005 *Survey of Librarian Salaries* 2005 read, “Which of your library’s employees are covered by a collective bargaining agreement?” There were three types of staff listed: librarians, other professionals, support staff. We did not define “other professionals.” This question was asked to update data collected in the supplement to the 1997 *Librarian Salary Survey*. The 1997 study found some or all support and professional staff were covered by a collective bargaining agreement in 34.3% of the 891 libraries that responded. The data have not changed much in the intervening years, but do reflect slight increases for librarians and support staff, as reported below.

In the 2005 survey, 2040 public and academic libraries responded and at least one category of staff was covered in 35.8% (732) of libraries. All librarians in 13% of responding libraries are covered; 8% of other professionals; and 17% of support staff (Table 1). The [Department for Professional Employees, AFL-CIO Fact Sheet](#)

| | 1997 (%) | 2005 (%) |
|---|-----------------|-----------------|
| Librarians and Other Professionals | 29.1 | 35 |
| Support Staff | 29.5 | 25 |

*Librarians and Other Professionals were combined in 1997.

Table 3. 1997 Results Compared With 2005 Results of All Staff Covered

| | 1997 (%) | 2005 (%) |
|---|-----------------|-----------------|
| Librarians and Other Professionals | 16.4 | 21 |
| Support Staff | 20.3 | 17 |

We would love to have your **feedback on this article!**

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