

FOR IMMEDIATE RELEASE
May 28, 2018

SPL announces completion of restructuring

Saskatoon Public Library (SPL) today announced the final processes for moving existing SPL employees into the new organizational structure. The new structure will take effect July 16, 2018.

Approximately 40% of SPL's current employees will be changing positions as a result of this process. While a small number of appointments are outstanding, the results of employee appointments made to date are: 61% will experience a wage increase, 10% will experience no change in their wage, and 29% will experience a wage decrease.

SPL leadership made a commitment to review possible wage-loss strategies once the final costs of the new structure were in. Honouring that commitment, SPL will be providing wage-loss protection. Employees who experience a net reduction in yearly pay due to a change in pay band as a result of the restructuring will receive pay at the rate of their current permanent position until July 15, 2021.

The total increase in wages of unionized employees impacted by the transition is \$334,000. Accounting for wage loss (and before wage-loss strategies are factored in), the net increase in wages is \$88,000. The total increase in wages is expected to increase as the outstanding appointments of employees to the new structure are made.

"The Board and SPL's leadership team are working together to provide the best and most relevant library services possible while delivering maximum value for the community's investment in the public library," said Candice Grant, Chair of the Saskatoon Public Library Board. "We believe these changes will result in a stronger, more vibrant organization that is better positioned to serve the community's ever-changing needs."

For those changing positions in the new structure, 79% of employees retained their previous full-time or part-time status, 9% increased to full-time status, and 6% of employees who didn't hold permanent roles gained permanent part-time employment. Also, three employees were hired into new librarian positions, and all existing librarians retained full-time librarian positions, bringing the total to 25—the most librarians at SPL in recent history.

Library service associates support librarians in the new structure. The qualification for these roles has changed from an undergraduate university degree in any field of study to library technicians (professionals with a two-year diploma in library information technology). A comprehensive employer-funded training program will support existing employees who do not have the library technician qualification.

SPL's Board has also approved an external pay equity review for the organization, which is planned to begin in 2020.

“We’ve been working hard to make these changes as easy as we can for our employees, but that has been difficult as there has been misinformation shared during this process. We believe that the outcome is very positive for the vast majority of our employees, and we have done what we can to minimize the negative impacts,” said Carol Cooley, SPL’s Director of Libraries and CEO. “We’re now turning our focus to training and development, as we will be investing over \$200,000 into training & development for our employees over the next 12 months.”

The SPL Board will host a public discussion about changes at SPL from 7 to 8 pm on Wednesday, June 20, at Frances Morrison Public Library. More information is available at saskatoonlibrary.ca/change.

– 30 –

For more information, contact:

Kirk Sibbald, Marketing & Communications, SPL
e. k.sibbald@saskatoonlibrary.ca
p.306.986.1751

Fact Sheet

- Approximately 40% of SPL's employees are part of the restructuring. All of these employees were eligible for ongoing employment at SPL.
- There will only be layoffs related to the restructuring for employees who did not apply or did not accept positions in the new structure. No employees were forced to leave the organization through restructuring.
- There will be no changes to library services. All existing departments will remain, and the budget for programming and services in these areas increased in 2018.
- As the final appointments are made, these numbers will change. Of employees who accepted appointments in the new structure, 61% will experience a wage increase, 10% will experience no change in their wage, and 29% will experience a wage decrease.
- Employees who experience a net reduction in yearly pay due to a change in pay band as a result of the restructuring will receive pay at the rate of their current permanent position until July 15, 2021.
- The net increase in compensation for permanent unionized employees is \$88,000 (though it will increase over the coming weeks). A report that stated employee compensation was reduced by \$680,000 was incorrect. The reduction represented a reduction in the use of temporary and casual labour.
- 79% of employees retained their previous full-time or part-time status, 9% increased to full-time status, and 6% of employees who didn't hold permanent roles gained permanent part-time employment.
- Employees who did not retain their full-time status resulted from the union membership choosing to use seniority alone as the selection factor for qualified applicants in the restructuring process.
- Six full-time senior library service associate positions remain vacant because there were not enough fully qualified applicants to fill these roles. The union accepted a proposal to underfill these positions with existing SPL employees. As a result there will be additional opportunities for some employees to gain full-time status.
- SPL now has 25 full-time librarian positions. Librarians hold their Master's Degree in Library Information Science (MLIS).
- In the future, new employees to library service associate roles will be library technicians (professionals with a two-year diploma in library information technology). Currently, our existing employees will fill these roles. A comprehensive employer-funded training program will support existing employees who do not have the library technician qualification.
- SPL will be closed Monday, July 16, and will begin operating in the new structure on July 17.
- The SPL Board will hold a public discussion about the organizational changes at Frances Morrison Central Library from 7 to 8 pm on Wednesday, June 20.