

ARTICLE 16 LIBRARIANS

16.1 TERMS AND CONDITIONS OF EMPLOYMENT

The terms and conditions of employment for Librarian members shall be those specified in this Article, and in Articles 1 (Definitions), 2 (Terms of Agreement), 8 (Non Discrimination), Article 9 (Grievances), 11 (Academic Freedom), 18 (Professional Development Expense Fund), 25 (Intellectual Property), Appendix B (Re-Employment Program (Librarians), Appendix G (Recognition Awards) and Memorandum of Understanding 4 (Benefits for Retirees).

16.2 DUTIES AND RESPONSIBILITIES OF LIBRARIANS

A. Duties and Responsibilities

1. The duties and responsibilities of Librarian members shall be an appropriate combination of:
 - a) Professional practice which includes supporting the teaching, learning and research needs of the University, providing development and stewardship of information resources, and the development and maintenance of library information systems within the financial resources available; (hereinafter, “Professional duties”);
 - b) Service to the university, the profession and the community (hereinafter, “Service duties”); and
 - c) Scholarly, research and creative activities (hereinafter, “SRC duties”) and/or professional development.
2. While carrying out their duties, Librarian members shall treat colleagues, other employees and students ethically, so that objectivity and fairness are maintained in all deliberations, including assessment of performance of any colleague, other employee or student.
3. The distribution of these responsibilities may vary between individual Librarian members and over the course of time. The “appropriate combination” mentioned in A.1 above, will be determined by local norms and approved by the Chief Librarian, subject to university standards.

B. Professional Duties

1. Librarian members are obliged to develop and maintain their professional competence, currency and effectiveness as librarians, and perform the professional duties assigned to them. Librarian members' professional responsibilities include, but need not be limited to, the following:

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- a) to support the teaching, learning and research needs of the University through professional practice that reflects the current state of the profession;
- b) to provide stewardship of information resources, within the financial resources available;
- c) to adhere to Senate's, the Library's and the University's policies as they pertain to their assigned responsibilities;
- d) to foster a free exchange of ideas, to refuse to practice or permit censorship, and to strive to ensure the fullest possible access to library resources, both internal and external, for members of the University community;
- e) to provide professional consultation and assistance to faculty, students and other users in the form of reference services, library instruction and/or workshops;
- f) to meet scheduled appointments including workshops, classroom presentations, reference work and library management meetings.
- g) to be responsible for the preparation, supervision, co-ordination and evaluation of staff assignments, where appropriate; to be responsible for the supervision of staff, if applicable, and to participate in the administration of the Library, where appropriate taking a leadership role, for example, performing as a department head, or administering a portfolio;
- h) to support, develop, maintain and assess library information technology in an ongoing sustainable fashion;
- i) through user consultation, research and best practice, continually assess user needs to effect improvement in library resources and services; and
- j) to undertake special assignments.

- 2. Professional duties and responsibilities shall be fairly, reasonably and equitably distributed amongst Librarian members, in accordance with operational requirements.

C. SRC Duties, and/or Professional Development

- 1. Librarian members may contribute to the advancement and application of knowledge and maintain professional currency. A Librarian member's

responsibilities in the area of SRC and/or professional development activities may include, but are not limited to:

- a) publication of books, articles, reviews and reports of a scholarly or instructional nature and relevant contributions of a creative nature;
 - b) research in librarianship and information science or other subject areas including policy development;
 - c) formal study taken to broaden and/or improve skills or relevant professional subject knowledge;
 - d) study for relevant advanced professional and/or related academic qualifications;
 - e) active participation in professional associations;
 - f) professional growth through further study (including attendance at workshops); professional development through the planning, implementation, and/or participation in workshops conferences, coursework, professional exchange or other educational programs;
2. Librarian members may choose the topics, or areas in which they will carry out their SRC duties and/or professional development.

D. Service Duties

Service to the University

1. Consistent with their primary professional and service responsibilities, Librarian members shall participate in the administration of their department and the Library through active membership on appropriate bodies such as departmental management groups and shall participate to a reasonable extent on other University bodies including Departmental, Library and University committees, Senate and the Board when called upon to do so by, or when elected to, such bodies.
2. Service to the University shall be counted as part of the Librarian member's normal workload and shall be fairly, reasonably and equitably distributed, in accordance with operational requirements.
3. Where appropriate, Librarian members may teach up to one half-course per year in a regular academic program at Ryerson University.

Service to the Profession and the Community

1. Librarian members have the right to participate in the work of learned societies, professional associations, and union/labour organizations, including the Faculty Association, the Ontario Confederation of University Faculty Associations, and the Canadian Association of University Teachers. When a Librarian member's service on such bodies conflicts with scheduled professional or administrative duties, the Librarian member must seek the approval of his/her Department Head, or equivalent, for proposed alternative arrangements to ensure that such scheduled professional and/or administrative duties are fulfilled. A Librarian member's service to such societies and associations shall be considered in the assessment of the performance of the Librarian member.
2. Librarian members are encouraged to serve the community in a manner that enhances the reputation of the University. However, except when specifically authorized to speak on behalf of the University, Librarian members must make it clear that their positions and opinions are personal.

E. Outside Professional Activities

Suitable contact with the public and private sectors offers a means by which Librarian members may practise and enhance their professional knowledge and skills. Such activity shall be subject to the following:

1. Such professional activity shall not conflict or interfere with the fulfillment of his/her duties and responsibilities to the University as provided in this agreement;
2. Such professional activities shall not reflect adversely on, or be to the detriment of, the University. This Article does not diminish the academic freedom of Librarian members recognized in Article 11, above;
3. A written statement of the nature, scope and extent of the activity shall be given to the Chief Librarian or his/her designate who shall review the same in the light of (1) and (2) immediately above;
4. The Library shall be reimbursed, at the prevailing rate set by the Library, for supplies, equipment, facilities and the space used in connection with the outside professional activity, it being understood that Library activities shall have priority in the use thereof; and
5. The name of the University or the University letterhead shall not be used in correspondence between a Librarian member and his/her client, or in

any report he/she may submit, and the name of the University shall not appear in any publicity or commercial presentation of the results of the consulting work nor shall the Librarian member represent himself/herself as an agent of the University.

16.3 ANNUAL REPORT

- A. Each Librarian member shall submit to the Associate Chief Librarian two copies of an annual report by May 31 of each year. The service period shall be the twelve months preceding the May 31 on which the annual report is due. The report shall include information regarding professional duties, service duties, and SRC duties and/or professional development activities of the Librarian member. One copy of this report shall be placed in the Performance and Conduct File of the Librarian member and a second copy shall be forwarded to the Chief Librarian.

- B. The annual report, which shall be completed on a standardized form supplied by the Chief Librarian, shall include the following information as appropriate:
 - 1. professional responsibilities, with particular reference to all assigned duties and responsibilities;
 - 2. teaching, instructional, professional or other developmental work; conference papers, presentations, exhibitions, etc. given;
 - 3. scholarly, research or creative work completed or in progress;
 - 4. research grants and contracts awarded, name of granting body, research title, amount awarded and the date of the award;
 - 5. papers or books published or in progress;
 - 6. graduate degrees obtained or graduate studies in progress and expected date of completion, University, and title of thesis;
 - 7. awards and other honours received;
 - 8. Departmental and Library administrative and committee work;
 - 9. Senate, Board, Association and other University activities;
 - 10. contributions to Librarian member's profession;
 - 11. contributions to Librarian member's community;
 - 12. a statement of Librarian member's outside professional practice in the previous year;

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13. an account of the academic activities pursued by the Librarian member during the term he/she did not have assigned professional duties; and any other relevant information.

16.4 SALARIES, INCREMENTS AND ALLOWANCES

A. Salaries

The base salary minima and maxima for each Librarian rank as of July 1, 2018 and July 1, 2019 shall be as outlined below:

		Librarian I	Librarian II	Librarian III	Librarian IV
July 1, 2018	Minimum	\$64,687.75	72,172.28	\$89,814.40	\$106,387.30
	Maximum	\$96,229.71	150,759.89		
July 1, 2019	Minimum	\$65,981.50	73,615.73	\$91,610.68	\$108,515.04
	Maximum	\$98,154.30	153,775.08		

B. Starting Salary

Starting salary will reflect qualifications and relevant work experience.

C. Career Development Increments

1. A Librarian’s salary will be increased by one Career Development Increment (CDI) annually up to the maximum for satisfactory service and is conditional upon receipt of the member’s annual report. Librarians will be eligible for their increments on September 1st each year, or on the first day of the month following submission of their annual report, whichever is later. The University reserves the right to deny this increment, giving reasons in writing, when service has been unsatisfactory.
2. The Career Development Increments are:
 - a) September 1, 2018: \$3,250
 - b) September 1, 2019: \$3,250
3. Rank promotion:
 - a) Promotion to Librarian II: one CDI
 - b) Promotion to Librarian III: one CDI
 - c) Promotion to Librarian IV: two CDIs
4. In no case shall the award of a Career Development Increment move a member's base salary above the base salary maximum for his/her rank.

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D. Across the Board (ATB) Adjustments

1. Librarians who were members of the bargaining unit as of June 30, 2018 and who continue to be members at the time this Agreement is adopted, shall be entitled, on July 1, 2018, to an Across-the-Board increase of 1.75% and a Sector Adjustment increase of 0.25%.

Librarians who are actively employed on July 1, 2019 and who commenced employment prior to July 1, 2019 shall be entitled to an Across-the-Board increase of 1.75% and a Sector Adjustment Increase of 0.25%.

2. Librarians on paid leave or sick leave shall receive the Across-the-Board adjustment.
3. Librarians on unpaid leave shall receive the Across-the-Board adjustment upon their return to active employment. This adjustment shall take effect on the date of return to active employment.
4. Librarians on Long Term Disability shall receive the Across-the-Board adjustment upon their return to active employment only in circumstances where such faculty members return to active employment within three years of the on-set of Long Term Disability or within three years of July 1, 2018 whichever is the earlier date. In these circumstances, the Across-the-Board adjustment shall take effect on the date of return to active employment.

E. Salary Adjustment Sequence

Salary adjustments will be processed in the following sequence and will take effect on the dates stipulated immediately below or as modified by clauses 16.4.F., D., C.:

- | | | |
|----|--|-------------------------|
| 1. | Across the Board and Sector Adjustment | effective July 1st |
| 2. | Anomalies Adjustment | effective July 1st |
| 3. | CDI | effective September 1st |
| 4. | Promotional Adjustments | effective September 1st |

* However, in the case of promotion from Librarian I to Librarian II, the effective date of the promotional CDI will be effective on the anniversary date of their appointment as an RFA librarian.

F. Special Allowances

The University may pay a stipend to a Professional Librarian who has been appointed to perform additional supervisory or administrative duties.

G. Pay Day

Salaries shall be paid in monthly installments on the fifteenth day of each month. Should the fifteenth of the month fall on a weekend or a holiday, the salary due shall be paid not later than on the first preceding working day.

16.5 VOLUNTARY REDUCED WORKLOAD

A. On the understanding that the decision to grant or deny a request for voluntary workload reduction is under the sole and exclusive discretion of the University and shall not be subject to the Grievance Procedure (save for grievances based on Article 8), a Librarian member may request up to a 50% reduction in workload with a proportionate reduction in salary, provided that:

1. the Librarian member has a minimum full-time service of five years;
2. the reduction normally will be effective for a 12 month period;
3. the request must be made six months in advance and is subject to the approval of the Chief Librarian;
4. the reduction will be distributed across the member's normal duties and responsibilities at the discretion of the Chief Librarian and subject to operational requirements;
5. the reduction does not abrogate the member's obligation to complete any contractual obligations that form a part of her/his service duties or SRC activities to which the Librarian member was obligated prior to requesting a reduced workload;
6. the University reserves the right to limit the number of Librarians on reduced workload at any one time.

B.

1. During the period(s) of reduced workload/reduced salary, a Librarian shall receive benefits coverage as if he/she were employed on a full workload/full salary basis, and he/she shall make contributions accordingly, except that, as regards the Long-Term Disability Protection Plan, this provision shall be operative only for a maximum of two years and that thereafter for any remainder of the reduced workload/reduced salary period, the coverage under the plan shall be provided on the basis of the reduced salary.
2. Subject to applicable pension plan provisions, the Librarian and the University will continue to contribute to the pension plan on the basis of the Librarian's full normal salary level, with the objective of not affecting

adversely either the Librarian's future pension or the funding basis of the pension plan. Each Librarian should seek the advice of the Human Resources Department in advance of requesting reduced workload to determine the effect, if any, of the specific provisions of the applicable pension plan in which the Librarian is participating. In cases where the pension plan prohibits contributions on the basis of full normal salary, the University will pay the Librarian the balance of the contribution it would otherwise have had to make.

16.6 APPOINTMENT OF LIBRARIANS

A. General

1. Appointments of Librarians shall be limited to probationary or career positions, and shall be made at the rank of Librarian I, Librarian II, Librarian III or Librarian IV.
2. Each new Librarian member shall be appointed by the University on recommendation of the Chief Librarian and the Vice-Provost, Faculty Affairs. The appointment will have been recommended to the Chief Librarian and the Vice-Provost, Faculty Affairs by the Library Appointments Committee.
3. The University has the sole and exclusive authority to determine complement levels.
4. Normally, the minimum qualification for a career stream Librarian member shall be a graduate degree from a program in Library and Information Science accredited or recognized by the American Library Association.

B. Chief Librarian Appointment

1. A person appointed from outside the bargaining unit to the position of Chief Librarian or Associate Chief Librarian, at the University's discretion, may be assigned simultaneously to a professional librarian career position. In these circumstances, upon completion of his/her administrative duties, he/she shall assume the full scope of duties and obligations of a career librarian within the Library.
2. The terms and conditions of such appointment (Chief Librarian) lie within the University's discretion.

C. Library Appointments Committee

1. A Library Appointment Committee (LAC) shall be established annually by the Associate Chief Librarian. Normally the committee shall consist of the Associate Chief Librarian as the Chair and non-voting member, two appointed career Librarians, and three elected career status Librarians. Where a larger LAC is appropriate the committee may be expanded through the addition of one elected career status librarian and one appointed member; the latter may be drawn from other than the Library depending on the needs of the LAC for particular expertise, but shall normally be either a career status Librarian or a tenured faculty member.

When required, the University shall arrange a training workshop. The workshop shall be conducted jointly by the Association and the University, and shall include instruction by the University with regard to the LAC's legal obligations and duties under the Agreement and University policies, including equity. Any LAC member who does not attend the workshop(s) shall not be eligible to be a member of a LAC, except when a member who missed his/her workshop provides a reasonable explanation for his/her absence to his/her Associate Chief Librarian.

Should a member need to be replaced for any reason, the replacement shall be chosen in the same manner, that is, by either election or appointment, as the person being replaced. Where necessary, the new member shall attend a special workshop, under the conditions outlined in this article.

Members of the LAC are responsible for declaring any conflicts of interest and shall respond to such conflicts according to the provisions of Article 21.

Members of the LAC are bound by confidentiality in their deliberations about individual candidates. They may have confidential discussions with Association or Administration representatives on any matter of concern. Otherwise, only the Chair of the committee is authorized to communicate, as specified in this Article, on behalf of the committee.

2. The responsibilities of the LAC shall be to conduct suitable search procedures for new positions, to recommend a candidate for each position, and to conduct assessments of probationary members.

All notices of vacancy will include a statement confirming that the position falls within the Ryerson Faculty Association, a link to the Ryerson Faculty Association Collective Agreement, a link to the Ryerson Faculty Association's web site, and a link to University's RFA Benefits Summary.

Each LAC will have assigned to it a member of the University's Human Resources Department in order to assist that LAC in complying with the terms of this Agreement with respect to the recruitment, selection and assessment of members. The Human Resource Department representative will not participate in the deliberations of the LAC and will not attend LAC meetings with members or interviews with potential librarians. The contribution of the Human Resource Department representative will consist of guidance, coaching and training of members of the LAC, where the members of the LAC and the Human Resources Department Representative both see such as appropriate, on the terms of the Agreement and University policy, as they apply to the activities of the LAC.

3. The LAC shall make a recommendation to the Chief Librarian in writing stating the reasons for their decision. The Chief Librarian will review the LAC recommendation, along with the applicant's human resources file, if applicable. After this review the Chief Librarian will forward to the Vice- Provost, Faculty Affairs the LAC's recommendation, along with his/her recommendation. The Chief Librarian will render one of two recommendations:
 - a) he/she accepts the recommendation of the LAC and recommends its implementation to the Vice-Provost, or
 - b) he/she disagrees with the LAC recommendation stating the reasons for his/her disagreement and forward his/her recommendation to the Vice-Provost.

The Vice-Provost shall review the recommendation of the Chief Librarian and the LAC and either:

- a) confirm the recommendations of the Chief Librarian; or
 - b) overturn the recommendation of the Chief Librarian stating the grounds for the rejection of the decision.
4. The Chief Librarian shall write a letter of appointment to each new professional librarian indicating the terms of the appointment. The letter shall indicate any expectations which the appointee may be required to meet before transfer to Career status and shall also indicate that membership in the Ryerson Faculty Association is a condition of employment. Any reference within this letter to SRC and/or professional development activities shall be broad and qualitative in nature. The letter of appointment will include the probationary member's start date and his/her annual salary rate. Further, the letter of appointment will state that this annual salary rate is for the applicable appointment year (the appointment letter will include the start and end date of the appointment year), and that such salary rate will not be increased by any increments

during the applicable appointment year which have been, are being, or will be negotiated between the University and the Association.

D. Probationary Period

1. The probationary period for Librarians shall be two years.
2. The probationary appointment may be extended for up to one year in accordance with the procedure set out in Article 16.6.E.
3. A probationary appointment is a period of appraisal during which time the member is expected to meet the standards of performance required for career positions.

E. Assessment of Probationary Librarians

1. The performance of a member on a probationary appointment shall be formally reviewed every at the sixth, fourteenth and twenty-third months during the probationary period. The Associate Chief Librarian shall be responsible for the LAC conducting the formal review and for producing an assessment report. The formal assessments by the members of the LAC, or summaries of them, shall be incorporated into the LAC's report. The LAC shall also consult with the probationary member's administrative unit/department head, if any. The report shall indicate clearly any areas of performance which are not meeting the standards expected of a career librarian. The Chief Librarian shall meet with the LAC to review the assessments and the LAC report. Subsequently the Chief Librarian will write a letter indicating her/his agreement or disagreement with the contents of the LAC report.
2. The Chief Librarian shall provide the member with a written copy of the report, as well as her/his letter as referenced in paragraph 1. above, at least five days in advance of meeting with the member to discuss his/her performance.
3. The probationary librarian shall sign the report to signify that he/she has read the review and has discussed his/her performance at the meeting with the Chief Librarian. The signature does not indicate that the member agrees with the performance evaluation.
4. The member shall have the right to respond to the assessment review and the Chief Librarian's letter.
5. If at any time during the probationary period, including prior to or subsequent to any of the sixth or fourteenth month reviews, the probationary member is not demonstrating satisfactory progress in

meeting the standards expected of a career librarian, the Chief Librarian shall indicate clearly any areas of performance which need improvement, and shall provide the probationary member with a reasonable period of time for such improvement. If after this period of time the probationary member is still not demonstrating satisfactory progress, the Chief Librarian may recommend dismissal pursuant to Article 16.6.E, or 16.16.A and 16.16.B.

6. No later than one month before the end of the probationary period, that is at the twenty-third month, the LAC shall have concluded a final assessment of the probationary member's performance in accordance with Article 16.6.E. A copy of this report shall be given to the probationary member, to the Chief Librarian, and to the Vice-Provost, Faculty Affairs, and shall include the recommendation of the LAC, and all LAC assessments or summaries thereof, including any written opinions dissenting from the LAC's recommendation.

The LAC's recommendation and supporting rationale will be provided to the probationary member for his/her comments. If the probationary member wishes to comment, he/she shall provide his/her comments in writing to the LAC and the Chief Librarian within two (2) weeks of the LAC's recommendation.

The LAC shall render one of three recommendations to the Chief Librarian:

- a) that the member be transferred to Career status;
- b) that the probationary period be extended for up to one year either where the probationary member's performance has been marginally satisfactory and may be expected to improve, or where the probationary period has not provided a suitable opportunity for the member to demonstrate satisfactory performance, or
- c) that the member's employment be terminated for failure to meet the standards expected of a career professional librarian.

Where (b) above is the recommendation, the LAC, through the Chair of the LAC, will indicate in writing to the probationary member any areas of improvement required in order to meet the standards expected for a career professional librarian.

7. The Chief Librarian shall, upon receipt of the LAC recommendation and any written comments provided by the probationary member, render one of two recommendations:
 - a) she/he accepts the recommendation of the LAC and recommends its implementation to the Vice-Provost, Faculty Affairs, or

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- b) he/she disagrees with the recommendation stating the reasons for his/her disagreement and forward his/her recommendations to the Vice-Provost.
- 8. The Vice-Provost, Faculty Affairs shall review the recommendations of the Chief Librarian and the LAC. The Vice-Provost shall either (i) confirm the Chief Librarian's recommendation and cause it to be implemented, or (ii) refer the recommendation back to the Chief Librarian and the LAC with questions.
- 9. In the case of a recommendation for dismissal, the Vice-Provost shall, prior to reaching a final decision, provide the member with a full opportunity to respond to the issues raised by the Chief Librarian and by the LAC in the reviews of the member's performance.
- 10. If the Vice-Provost confirms a recommendation to dismiss a probationary member, he/she shall provide notice according to Article 16.16.C.1.
- 11. In the case of a decision to dismiss a probationary librarian, the librarian member has recourse to the Grievance Procedure subject to Article 16.16.D.1.

16.7 PROMOTION

- A. There shall be four ranks of Librarian:
 - 1. Librarian I
 - 2. Librarian II
 - 3. Librarian III
 - 4. Librarian IV
- B. Promotion of Librarians:
 - 1. The term promotion designates the transition from Librarian I to Librarian II; from Librarian II to Librarian III; and from Librarian III to Librarian IV.
 - 2. Librarians may apply for promotion by forwarding a request to the Chief Librarian. Such requests, and all accompanying documentation, must be received by the Chief Librarian, not later than October 1 for consideration for promotion with effect from the beginning of the next academic year (September 1).
 - 3. The Chief Librarian shall ensure that a Library Promotion Committee is established by May 31 to consider requests for promotion. The term shall start on September 1 and end on August 31. The Chair of the LPC shall

forward the composition of the committee to the Vice-Provost, Faculty Affairs and the Association.

C. Eligibility for Promotion:

At the time of application for promotion to Librarian ranks II, III and IV, the candidate normally must be a career employee and have successfully completed their probationary period.

D. Library Promotion Committee:

1. A Librarians Promotion Committee (LPC) shall be established annually (by May 31).

- a) The LPC shall consist of the Associate Chief Librarian as chair and non- voting member of the committee, plus three Librarians from ranks III or IV, two elected by the Librarians and one appointed by the Chief Librarian.
- b) In the case of application for promotion to the rank of Librarian IV, the three librarian committee members shall be from the rank of Librarian IV only. Additional librarian members may be added to the LPC but must be chosen from the Librarian III or IV ranks, respectively and shall be added so that the ratio of elected to appointed shall be maintained.
- c) Notwithstanding b) immediately above, for the initial transition, and until there are at least three Librarians promoted to the rank of Librarian IV or recommended and approved by the Vice-Provost for such promotion, and who are available to serve on the LPC, an applicable number of external career (tenured) librarians deemed to be at a significantly senior level shall be asked to join the LPC. One shall be appointed by the Chief Librarian and two shall be elected by the Librarians. Where fewer than three external librarians are required, the first shall be elected and the second shall be appointed.
- d) Members of the LPC are bound by confidentiality in their deliberations about individual candidates. They may have confidential discussions with Association or Administration representatives on any matter of concern. Otherwise, only the Chair of the committee is authorized to communicate, as specified in this Article, on behalf of the committee.

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Members of the LPC are responsible for declaring any conflicts of interest and shall respond to such conflicts according to the provisions of Article 21.

- e) The Chair of the LPC is charged with the solicitation of the opinions of external referees (for those applicants seeking promotion to the rank of Librarian III or the rank of Librarian IV).

E. Evaluation Criteria:

1. Librarian I

The rank of Librarian I shall be an introductory rank reserved for graduates of an ALA-accredited or ALA-recognized Library and Information Science Program, or equivalent, with limited professional experience. A professional librarian employee appointed to the Librarian I rank shall hold a probationary appointment and shall normally serve in that rank for a period of two (2) years, except in situations where his/her probationary period is extended as provided for in Article 16.6.E.6.

2. Librarian II

- a) Promotion to Librarian II will be automatic for Librarian I's who have successfully completed their probationary period.
- b) The University may appoint a librarian to the rank of Librarian II, provided that the candidate shall have met the minimum educational requirements of Librarian I and shall have at least three (3) years professional experience or equivalent, and where the LPC has so recommended.
- c) If a candidate is hired at the Librarian II rank, the successful completion of their probationary period will result in the Librarian being granted career status, but successful completion of their probationary period does not carry with it the automatic right to be promoted to the rank of Librarian III.

3. Librarian III

- a) To qualify for appointment to the rank of Librarian III, the candidate shall have met the minimum educational requirements of Librarian I and at time of application, shall have a minimum of five (5) years' experience as a Librarian II or shall equivalent experience. A current Librarian II will be eligible to apply for promotion only after five (5) or more years of service as a Librarian II or shall have equivalent experience. If successful, the promotion

will be retroactive to September 1st, of the academic year of application.

- b) Evaluation of professional competence and performance shall be based on the principal responsibilities of Librarians as set out in Article 16.2 and shall include their assigned responsibilities. Professional competence and performance may be demonstrated by the attainment of recognized professional qualifications, performance of assigned responsibilities in an effective manner, continuing efforts to maintain competence and evidence of contributions to advances in the profession through SRC and/or professional development.
- c) For promotion to the rank of Librarian III the candidate normally must:
 - i) demonstrate an overall high standard of performance in discharging his/her duties and responsibilities as a professional librarian;
 - ii) demonstrate on-going efforts to contribute to the university and the community;
 - iii) demonstrate satisfactory application to scholarly, research and creative activities and/or professional development.

4. Librarian IV

- a) A librarian may not be considered for appointment to the rank of Librarian IV unless at the time of application, the candidate has met the minimum educational requirements of Librarian I and until he/she has had a minimum of five (5) years' experience as a Librarian III, or has equivalent experience. A current Librarian III will be eligible to apply for promotion only after five (5) or more years of service as a Librarian III or shall have equivalent experience. If successful, the promotion will be retroactive to September 1st, of the academic year of application.
- b) For promotion to the rank of Librarian IV the candidate normally must:
 - i) exhibit evidence of a substantial extension of the record on which promotion to Librarian III was based;
 - ii) submit evidence of a record of excellent performance with demonstrated initiative, leadership and creativity;

- iii) submit evidence of substantial achievement in two or more of the following areas: professional duties, SRC duties and/or professional development, and/or service duties, which may include service to the University and/or service to the profession and the community.

F. Assessment Criteria For Promotions from Librarian II to Librarian III and from Librarian III to Librarian IV:

For evaluation purposes members of the LPC shall be guided by, but not limited to, the examples listed below:

1. Professional Duties:
 - a) professional competence as demonstrated by knowledge applied within the position in an effective and efficient manner on an on-going basis;
 - b) ability to communicate and interact effectively and co-operatively with all colleagues and patrons;
 - c) ability to relate his/her functions to the overall goals of the Library and/or the University;
 - d) ability to take initiative and to be innovative;
 - e) special skills and aptitudes which are utilized in the performance of his/her duties.
2. Service Duties:
 - a) supervision, or co-ordination, of Library personnel or activities;
 - b) demonstrated administrative ability or capacity for administration;
 - c) service and leadership in library-wide and university affairs;
 - d) service in the community and professional associations;
 - e) teaching.
3. SRC Activities and/or Professional Development:
 - a) publication of books, articles, reviews and reports of a scholarly or instructional nature and relevant contributions of a creative nature, as

well as consideration of the extent of the candidate's intellectual activity in support of the research activities of others;

- b) research in librarianship and information science or other subject areas including policy development;
- c) formal study taken to broaden and/or improve skills or relevant professional subject knowledge;
- d) study for relevant advanced professional and/or related academic qualifications;
- e) active participation in professional associations;
- f) efforts for professional growth through further study (including attendance at workshops); professional development through the planning, implementation, and/or participation in workshops, conferences, coursework, professional exchange or other educational programs.
- g) contributions in matters of Library administration.

G. Promotion Procedures:

1. The LPC shall invite the candidate to appear at a meeting for clarification of his/her application. Such an invitation shall be given in writing and shall identify the matters requiring clarification. Reasonable notice shall be given. The candidate has a right to decline such an invitation.
2. For promotion from the rank of Librarian II to Librarian III, the members of the LPC must consider the assessment of the applicant's satisfaction of the criteria in Article 16.7.E.3 as judged by two (2) external referees. The referees shall normally hold the rank of Librarian III or its faculty equivalent or higher in an academic institution and shall be recognized in the applicant's area of SRC or librarianship. One of the referees is to be named by the applicant and the other referee will be named by the Chief Librarian. All external evaluations shall come to the LPC Chair, duly signed by the author. A photocopy of all external evaluations shall be provided to each member of the LPC.
3. For promotion from the rank of Librarian III to Librarian IV, the members of the LPC must consider the assessment of applicant's satisfaction of the criteria in Article 16.7.D.4 as judged by three (3) referees external to the Library, and at least two of which will be external to the University. The referees shall normally hold the rank of Librarian IV or its faculty equivalent in an academic institution. One (1) of the

referees is to be named by the applicant, one (1) of the referees will be named by the LPC independent of the Chief Librarian and one (1) referee will be named by the Chief Librarian. All external evaluations shall come to the LPC Chair, duly signed by the author. A photocopy of all external evaluations shall be provided to each member of the LPC.

4. No individual may act as an external referee where there is a real or perceived conflict of interest.
5. The external referees will be provided with a copy of the applicant's Dossier, except for the list provided for in Article 16.7.H.5.
6. By February 15 the LPC shall make a recommendation to the Chief Librarian in writing stating the reasons for their decision. In the case of a recommendation for denial of promotion, the reasons for that decision must also be conveyed in writing to the Chief Librarian.

In cases of promotion from the rank of Librarian II to Librarian III or in cases of promotion from the rank of Librarian III to Librarian IV where all of the external referees recommend against the promotion of the applicant to the rank of Librarian III or IV, denial of the promotion shall be automatic unless the promotion is recommended by the Vice-Provost, Faculty Affairs.

The Chief Librarian will review the assessment and recommendation of the LPC, along with the Performance and Conduct File (PCF) for each member who has applied for promotion, and will meet with the LPC to discuss their recommendation. After this review the Chief Librarian will forward to the Vice-Provost the summary of assessments and recommendation of the LPC, a copy of the evaluations by the external referees, (as outlined in 16.7.G.2 and 3 above), along with his/her recommendation. At the same time, the Chief Librarian will inform the applicant, in writing, of the LPC's recommendation and his/her recommendation and the reasons for such decisions, and provide the applicant with copies of the summary of assessments and the LPC's and his/her recommendation.

The Chief Librarian shall render one of two recommendations:

- a) she/he accepts the recommendation of the LPC and recommends its implementation to the Vice-Provost, Faculty Affairs, or
- b) he/she disagrees with the recommendation stating the reasons for his/her disagreement and forward his/her recommendations to the Vice-Provost, Faculty Affairs.

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7. The Vice-Provost, Faculty Affairs shall review the recommendation of the Chief Librarian and the LPC and either:
 - a) confirm the recommendation of the Chief Librarian; or
 - b) overturn the recommendation of the Chief Librarian stating the grounds for the rejection of the decision.
8. The decision of the Vice-Provost, Faculty Affairs shall be communicated in writing to the candidate, the Chief Librarian and the LPC.
9. In the case of a negative recommendation the candidate may in writing rebut the assessments and recommendations within 14 days of the decision.
10. A copy of the LPC's assessment and recommendations as well as any rebuttal shall be placed in the librarian's PCF.
11. Librarians who are denied promotion shall not be eligible, for a period of two years, to apply for promotion from the date of application.
12. Denial of promotion may be grieved only if the Vice-Provost overturns the decision of the Library Promotion Committee, and/or in cases based on alleged discrimination or lack of due process.

H. Dossier

Each candidate for promotion shall assemble a file/dossier containing the relevant documentation. It is the candidate's responsibility to maintain his/her dossier of professional activities and any other information that the member deems relevant to his/her professional practice.

The following documents must be attached to the application for promotion and submitted at the time of application:

1. a copy of the applicant's current CV, in a University approved format, including any letters of testimonial, however the applicant must indicate whether the letters were solicited or not;
2. copies of the candidate's annual reports;
3. a list of responsibilities for the current and previous posts held;
4. a statement describing the nature and extent of service, other professional activities and SRC and/or professional development as related to the criteria outlined above that the applicant wishes to have considered in the examination of the application;
5. the name of individual that the candidate proposes as her/his choice of external referee.

16.8 LEAVES OF ABSENCE

A. Without Pay

1. Leave of absence without pay may be granted to a Career Librarian for a period of time mutually agreeable to the University and the member. In no case shall such a leave exceed a period of 12 consecutive months.
2. A member desiring a Leave of Absence without pay shall apply in writing to the Chief Librarian stating the purpose and duration of the leave. Such requests shall be made with as much notice as possible, but in no case, with less than six months' notice prior to the requested date of such leave.
3. The Chief Librarian shall consider such a request and, within one month of the date of receipt of the request in writing, inform the Librarian, in writing, of the approval or denial. The Library's operational requirements shall be the determining factor in granting or denying such leave. All requests, however, shall be considered and the Chief Librarian shall not unreasonably deny a bona fide request submitted within the process and time limits established.
4. A member on leave without pay is eligible to continue his/her Group Life Insurance at the rate in effect immediately prior to the commencement of leave and to participate in the Long Term Disability Plan.
5. The cost of participation in the available benefits will be paid entirely by the member annually in advance. Where the approved leave was granted for educational or compassionate reasons, the University will refund to the member upon her/his return to active employment that portion of the premiums which it would normally have paid had the member been in active employment.
6. Association dues will be paid by the member concerned in advance for the period of the authorized leave without pay. Payment will be made to the University which will turn over any such collected dues to the Association together with the next remittance of dues deducted from the salary of other members (Article 2.4 C.) (Terms of Agreement – Membership in the Association).

B. Leaves with Pay

1. The University and the Association agree that the taking of paid leaves of absence by career librarians for the purpose of academic or professional refreshment or expansion of experience is to the benefit of the University

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and its students. Therefore, the University agrees to grant a librarian a paid leave of absence depending upon such factors as length of service, availability of alternative librarians and the priority of the need in each case, subject to the provisions of this article.

2. A career librarian must apply in writing on a university supplied form and submit it to the Chief Librarian 6 months prior to the time he/she plans to start his/her leave. The application will state the purpose of the leave and the accomplishments expected.
3. The Chief Librarian will make his/her decision within 2 months of receipt of the application. The Chief Librarian initially reviews the application independently of operational requirements. The Chief Librarian then makes a decision based on the operational requirements of the Library. If the first decision is positive but the second decision is negative, the provisions of 16.8.B.8 below apply.
4. The Chief Librarian may approve up to three positions per year, or a combination of more than three, but adding up to no more than the equivalent of three career positions; for example six librarians at six months each.
5. Only Career Librarians with a minimum of six years' service may apply.
6. Salary paid during such approved leave shall be as follows:
 - a) 85% of the Librarian's salary for leaves of 6 months to 12 months in duration.
 - b) 100% of the Librarian's salary for leaves of less than 6 months in duration.
7. A member is eligible for a maximum of 12 months of paid personal development/study leave within a seven (7) year period.

If taken at the 100% salary rate, a member is eligible for a maximum of 6 months of paid personal development/study leave within a five (5) year period.

8. In some circumstances, the Chief Librarian, due to operational requirements, may not be able, in a given year, to accommodate all eligible leaves. In such cases, the Chief Librarian and the eligible members shall attempt to work out a schedule acceptable to all parties. Where agreement cannot be reached, deferred members will have first priority, then members having the greater period of time elapsed since the last paid leave. Ties shall be decided by lot. In such circumstances, paid

leaves may be delayed up to one year with reasons provided to the member in writing by the Chief Librarian, with reasonable notice.

A Librarian Member retains any credited academic service time under 16.8.B.6, including the period of deferral and may apply it to the service period required for a subsequent paid leave. A deferred leave does not count towards the limit in 16.8.B.4 in the year in which the leave is taken, unless the reason for the deferral was due to exceeding the limit in the previous year.

9. A librarian's first work obligation while on paid leave is the fulfilment of the terms of her/his leave duties. Librarians may engage in outside employment while on paid leave only to the extent that such employment does not interfere with the librarian's leave obligations to Ryerson University. A librarian on paid leave shall report to the University any outside remuneration received while on leave, which would not have been received had he/she not been on leave. Such reporting shall be made at the time of application for leave; or in circumstances where the librarian requests a substantive change to the leave plan as previously approved.
10. During the first academic semester after returning from paid leave, a librarian shall provide to Chief Librarian a written report of activities undertaken and objectives accomplished while on paid leave, including any outside remuneration received whilst on leave, consistent with clause 9 above.
11. While on paid leave, a librarian's entitlement to increment will not be interrupted, save and except as provided for in Article 13, Article 16, and Appendix A, paragraph D(6).
12. A librarian on paid leave will continue to participate in the medical, dental, extended health, and Group Life Insurance benefits.
13. When a paid leave is interrupted by parental/maternity leave, or sick leave of more than three months, or other such extenuating circumstances, and where such conditions or circumstances are documented by the librarian and accepted by the University, the time in such status shall not be counted as paid leave under the terms of this Article.

C. Special Leaves

Section 6.3, 6.4, 6.5, 6.6, 6.7, 6.8, 6.9, 6.10, 6.11, 6.12 and 6.13 under Special Leave of Article 6 (Leaves of Absence) shall apply to Librarian members.

16.9 VACATION FOR LIBRARIANS

Librarians shall be entitled to five (5) weeks of paid vacation after completion of each year of service; after twelve (12) years of service the entitlement shall be increased to six (6) weeks per year. Vacation credits shall accumulate on a monthly basis, at a rate of 2.083 days per completed month of service during the first twelve (12) years of service; thereafter, vacation credits shall accumulate at the rate of 2.5 days per completed month of service. Vacation credit may be accumulated to a maximum of double the annual entitlement. No further credits will be granted once a member reaches the maximum accumulation, unless the vacation balance is reduced below the maximum entitlement.

16.10 PROFESSIONAL DEVELOPMENT TIME

Effective January 1, 2019, Librarians are entitled to sixteen (16) professional development days per annum. All professional development days are, where reasonably practical, to be requested seven (7) days in advance, and will be granted subject to operational requirements. Requests for professional development days made less than 7 days in advance are at the discretion of the Chief Librarian. In either case, approval will not be unreasonably withheld.

16.11 GRIEVANCES

Librarians are entitled to the rights of grievance set out in Article 9 (Grievances), except as stated in Article 16.5.A, 16.7.G.12. and 16.16.D.1.

16.12 BENEFITS

The benefits applicable to Librarians shall be those specified for Faculty members in Article 12 (Benefits), and Appendices and Memorandum referred to therein.

16.13 RETIREMENT

The retirement of a Career-stream Librarian will be as provided for in Article 19.

16.14 RESIGNATIONS

In the first four months of employment a Professional Librarian member may resign on one month's written notice.

Thereafter, three months' written notice is required.

Resignation of a Professional Librarian member must be in writing, addressed and delivered to the Chief Librarian with a copy to the Human Resources Department.

16.15 PERFORMANCE AND CONDUCT FILE

Article 14 (Performance and Conduct File) shall apply to the Librarians.

16.16 DISCIPLINE AND DISMISSAL

A. General

1. In the event of demonstrable failure of a Professional Librarian member to fulfill the obligations defined herein, the Professional Librarian member may be subject to discipline or may be expected to participate in personal and professional development under the guidance and advice of the Chief Librarian.
2. Discipline may be recommended by the Chief Librarian, if in the Chief Librarian's judgment, a Professional Librarian member is failing to fulfill the defined obligations and/or has not responded adequately within a reasonable time to guidance and advice for improvement.
3. Discipline normally will be considered in terms of appropriate progressive sanctions from formal warning, to financial penalty, to recommended dismissal. Suspension with defined terms for reinstatement may be an appropriate sanction in some circumstances.
4. Records of disciplinary action taken against any Professional Librarian member will remain in her/his Performance and Conduct file but will not be considered in future disciplinary action after three years have elapsed since such discipline.
5. A recommendation to dismiss a Professional Librarian member is initiated by the Chief Librarian to the Vice-Provost after lesser sanctions have been judged ineffective, or when dismissal is judged to be the proper action in the best interest of the University and its students. Dismissal is within the authority of the Vice-Provost when a recommendation for dismissal is made by the Chief Librarian.

B. Dismissal

1. A probationary Librarian member may be dismissed only pursuant to Article 16.16.A or pursuant to Article 16.6, or pursuant to Article 16.17 Human Resource Reductions.
2. A Career Librarian may be dismissed only for just cause and following the procedures set out in Article 16.16 A, or pursuant to Article 16.17 Human Resource Reductions.

C. Notice

1. Probationary Librarians

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- a) In the first six (6) months of employment a Librarian member may be dismissed with one (1) month's notice or one (1) month's pay in lieu of notice.
- b) In the remainder of the Probationary period, a Librarian member may be dismissed with one (1) month's pay in lieu of notice or the minimum provisions in the Employment Standards Act of Ontario, whichever is greater.
- c) Neither notice nor pay will be necessary in cases of gross misconduct.

2. Career Status Librarians

- a) Four (4) weeks written notice of dismissal, or pay in lieu of notice, for each year of full service up to a maximum of 12 months is required.
- b) Neither notice nor pay will be necessary in cases of gross misconduct.

D. Grievances

1. A decision to terminate a Probationary Librarian member is subject to the Grievances process as follows:
 - a) during the first twelve months of a Probationary Librarian member's employment grievances shall follow the procedures of Article 9 (Grievances) but may be based only on the grounds that dismissal was arbitrary, discriminatory, in bad faith, or not pursuant to Article 16.16 or 16.6.
 - b) after twelve months employment, Probationary Librarians shall have full recourse to the procedures of Article 9 (Grievances).
2. In respect of Article 16.16, Career Status Librarians have full recourse to the procedures of Article 9 (Grievances).

16.17 HUMAN RESOURCE REDUCTIONS

- A. The first duty of the University is to ensure that academic priorities remain paramount. When faced with financial constraints, Human Resources reductions would be a measure of last resort in solving budget difficulties.
- B. Should a reduction in the number of Librarians be necessary for any reason, the University will utilize where possible normal retirement, voluntary early

retirements, voluntary reduced workloads, and unpaid leaves of absence to ameliorate the effects of redundancy.

- C. The need to reduce the number of Librarians on staff shall be identified by the Vice-Provost, Faculty Affairs or his/her designate in consultation with the Provost and Vice-President, Academic and the Chief Librarian.
- D. Once confirmed by the Vice-Provost, Faculty Affairs or his/her designate, the need to reduce the number of Librarians shall be communicated in writing to the President of the Association. The Vice-Provost, Faculty Affairs or his/her designate and the President of the Association together will review the formal academic qualifications of all Librarians with a view to determining whether there are any who hold academic qualifications and have had the professional experience required by any academic Department/School in the University.
 - 1. Librarians with such qualifications and experience shall be consulted as to their willingness to be assigned to a teaching workload in the relevant Department/ School. Such willingness shall not entail any loss of relative seniority in the library should a transfer assignment be arranged.
 - 2. If one or more Librarians expresses interest in assignment to an academic Department/School, the Vice-Provost, Faculty Affairs or his/her designate and the President of the Association shall seek a meeting with the appropriate Dean(s) and Chair(s) to ascertain whether there is available a suitable teaching load. If such work is available, the DHC(s) shall assess the qualifications and experience of the Professional Librarian(s) for the available load and interview the Professional Librarian(s). The DHC(s) will recommend to the Dean and Vice-Provost, Faculty Affairs that an acceptable and willing Professional Librarian be assigned to the teaching load identified. If this teaching load is a full workload and is judged to be available for three or more years, the Professional Librarian so assigned shall be deemed a Probationary Faculty member in the Department/School and the provisions described in Article 5 (Evaluation) shall be followed with the understanding that should the decision of the Dean concerning transfer be unfavourable the candidate shall return to the library at the end of the term during which the decision was rendered.

Should the receiving Department/School at some future date be faced with a redundancy situation (see Article 22 Financial Exigency and Article 23 Redundancy), the aforementioned Professional Librarian's seniority within the receiving Department/School shall be interpreted as commencing from the date on which he/she assumed the full teaching load. Should the result be the identification of the Professional Librarian as redundant within the receiving department then he/she will be transferred back to the library with a seniority equal to his/her original

seniority plus the additional amount developed within the receiving Department/School.

- E. If the provisions of clause D above are not successful:
1. Librarians who may be considered for lay-off shall be those with least seniority and the total number under consideration shall not exceed twice the number of redundant positions.
 2. The Chief Librarian and the Provost and Vice-President, Academic will determine on the basis solely of seniority and ability which Librarians are to be laid off and will so recommend to the Vice-Provost, Faculty Affairs or his/her designate. For this determination, seniority and ability shall weigh equally. In assessing ability, the following are some of the guidelines to be followed:
 - a) performance as a Professional Librarian;
 - b) professional self-development;
 - c) contribution to the library environment.
 3. If a Professional Librarian who has expertise in an area of library specialization where no other Professional Librarian has or can acquire within a reasonable time such expertise, then such a Professional Librarian may not be considered for layoff. A written rationale for such a situation shall be reported to the Library Redundancy Review Committee (LRRC) - see 4. immediately below.
 4. As soon as a proposed library redundancy list is completed, it will be reviewed by the LRRC consisting of three members of the Association: an appointee of the Vice-Provost, Faculty Affairs or his/her designate, an appointee of the Association Executive and a mutually acceptable third appointee as chair. It is understood that neither the Chief Librarian nor a Professional Librarian referred to in D. 2. above can serve on the LRRC.

The LRRC will establish its own procedures and will review the recommendations of the Chief Librarian and Provost and Vice-President, Academic, referred to in D. 2. above. On completion of the review, the LRRC will issue a confidential report to the Vice-Provost, Faculty Affairs or his/her designate with copies to the President, the Association President, the Provost and Vice-President, Academic and the Chief Librarian.
 5. After due consideration of the LRRC report, the Vice-Provost, Faculty Affairs or his/her designate will notify the Chief Librarian of his/her

decision. Within ten days of receipt from the Vice-Provost, Faculty Affairs or his/her designate of a written decision to proceed with the lay-off(s), the Chief Librarian will notify, as soon as possible and in no case later than six months before the date of lay-off, the affected Professional Librarian(s) of his/her (their) lay-off status and the options open to such Professional Librarian(s). In all cases the lay-off date shall be the immediately next January 1 or July 1 following the six months' notice from the Chief Librarian.

- F. From the date of notice to the date of lay-off, the Professional Librarian shall retain his/her status as a Professional Librarian unless a voluntary separation agreement has been arranged. On the separation date:
1. he/she will receive a separation allowance equal to one-half month's salary per year of service to a maximum of six months' salary;
 2. he/she will waive all rights of participation in the Professional Librarian Re-Employment Program (Appendix B); and
 3. he/she will retain his/her right of recall (see H., I. and J. below) and his/her right of the procedures of Article 9 (Grievances) with respect to recall.
- G. If the Professional Librarian has not exercised the right of voluntary separation (F above) by the layoff date, or in the case of a grievance extending beyond the lay-off date, within seven days of the confirmation of the lay-off, then on the appropriate date he/she shall either:
1. accept employment separation in accordance with clause F. above; or
 2. enter the Professional Librarian Re-Employment Program described in Appendix B (Re-Employment Program (Librarians)).
- H. Within three years of being laid off, the Librarian shall be offered by registered mail the first available Professional Librarian appointment for which he/she is qualified. Where more than one Professional Librarian has been laid off, offers shall be made to laid-off Librarians in inverse order of their lay-offs. A reasonable period shall be provided for taking up the offer in order to enable the laid-off Professional Librarian to fulfill any current employment obligations. An offer made to a laid-off Professional Librarian under this paragraph, but refused by him/her without compelling grounds, extinguishes all rights under the provisions of this paragraph.
- I. Within three years of the date of lay-off, a Professional Librarian who has been laid off may apply in writing to the Chair of a Department/School for which he/she feels qualified for an appointment to the Probationary Faculty to be

notified by registered mail of all Probationary teaching positions which become available and which have not been filled by Faculty entitled to these positions under the provisions of Article 24.1. The Professional Librarian, should he/she apply for such a position within twenty-one days of the mailing date, shall be interviewed by the appropriate DAC for the available position. This interview shall take place before any general advertisement of the position(s) is/are undertaken.

- J. Within three years of the date of lay-off, a Professional Librarian who has been laid off may apply in writing to the Assistant Vice President, Human Resources to be notified of any support position vacancy for which he/she is qualified, or could become qualified within twelve months on the job. Should he/she apply for such a position, he/she will be subject to the usual hiring practices of the University, and he/she will be considered along with other internal candidates for the position and in accordance with any other relevant collective agreement, having due regard to the promotion expectations of others within the department, but before outside advertisement is undertaken. Should he/she be accepted in the position, his/her salary would be within the salary range provided by the appropriate collective agreement or, in the absence of such an agreement, within the position's salary range at a level normal for position incumbents having Ryerson Service equal to that of the laid-off Professional Librarian.