A joint chat between critlib and the Students and New Archives Professionals (SNAP) section of the Society of American Archivists (SAA), September 24 2019, moderated by @kcrowe

TONIGHT! 9PM/ET #snaprt #critlib #critarch

twitter.com/SNAP_Section/s...

Please join the SAA Students and New Archives Professionals Section and critlib for the next #snaprt and #critlib Twitter chat on Tuesday, September 24 at 9pm ET. Join us as we discuss labor issues in archives including contingent labor and salary transparency.

Hey friends! A note for the #critlib/#snaprt/#critarch chat tonight on labor in archives - all the questions will be coming from the @SNAP_Section account. To participate anonymously, you can DM that account or thru the @critlib_anon form here: critlib.org/anon/ <3
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We're doing things a little diff from #snaprt and #critlib usual practice-usually critlib mods will tweet out the q's - this time, we're taking advantage of SNAP's Hootsuite account). Instead of 8 PM ET, we're doing 9, more in line w/critlib norms. Excited to see how this goes!

👋 3 12:17 AM - Sep 25, 2019

See Kate Crowe’s other Tweets

Welcome everyone! Tonight we'll be discussing labor issues in archives & librarianship. Feel free to introduce yourselves before we get started. Please include #critlib #snaprt #critarch to your responses so we can all follow along. Also include question number in your answers🙏

👍 18 1:00 AM - Sep 25, 2019

See SNAP Section's other Tweets

Hi folks! I'm an academic archivist in Denver and I have participated in #critlib and #snaprt for years and I'm so excited that we get to combine them today and get a little #critarch going!

👏 21 1:02 AM - Sep 25, 2019

See Kate Crowe’s other Tweets
Kate Deibel
@metageeky

I just edited the @critlib_anon relay to use all of the hashtags #critlib #snaprt #critarch

Heart 2 1:04 AM - Sep 25, 2019

See Kate Deibel's other Tweets

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Kate Deibel
@metageeky

So hi #critlib #snaprt #critarch. I'm Kate from Syracuse where I do inclusion and accessibility work. I'm not an archivist so probably mostly lurking tonight.

Heart 6 1:05 AM - Sep 25, 2019

See Kate Deibel's other Tweets

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Dual Provision 💀
@violetbfox

Hi #critlib #snaprt #critarch I'm Violet, formerly a cataloging librarian in mid-Minnesota, now non-profit-ish. My internet seems slow tonight but I'll chime in as I'm able.

Heart 9 1:06 AM - Sep 25, 2019

See Dual Provision 💀's other Tweets

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Kate Crowe 🍂🍁加拿da 🍁枫叶 @kcrowe · Sep 25, 2019

Hi folks! I'm an academic archivist in Denver and I have participated in #critlib and #snaprt for years and I'm so excited that we get to combine them today and get a little #critarch going!

SNAP Section
@SNAP_Section

It's great to collaborate on such an important chat. Feeling #blessed to partner with #critlib and #critarch.
Feel free to use the anonymous relay at critlib.org/anon/ to participate freely without identifying yourself. #critlib #critarch #snaprt

Q1. What can archivists & librarians do to create greater solidarity in our professions? #critlib #snaprt #critarch

You can find tonight's #critlib #snaprt #critarch chat questions at critlib.org/snaprt-joint-c.... And the @SNAP_Section account will be tweeting them out. Happy for participation from all!

Tonight's #critlib #snaprt #critarch chat on labor issues in archives + libraries is just getting started! 🌟 Follow @SNAP_Section for the prompts, and a big shout out to @kcrowe for initiating~ cc: #DLFLabor #LISprecarity #LISLabor 🤚 twitter.com/SNAP_Section/s...

Welcome everyone! Tonight we'll be discussing labor issues in archives & librarianship. Feel free to introduce yourselves before we get started. Please include #critlib #snaprt #critarch to your responses so we can all follow along. Also include question number in your answers🙏
Kate Crowe @kcrowe
Concur! I don't want to speak for everyone, but I personally would love to hear from people in libraries and archives (hell, museums too) re: labor issues - all are welcome to weigh in! #snaprt #critlib #critarch
twitter.com/violetbfox/sta...

Dual Provision 🕵️‍♀️ @violetbfox
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SNAP Section @SNAP_Section
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Dual Provision 🕵️‍♀️ @violetbfox
A1. Recognize the patterns that underlie so much of the unemployment, underemployment, precarious positions, and unhealthy workplaces in our profession. It's not just an individual's bad luck or poor decisions. #critlib #snaprt #critarch twitter.com/SNAP_Section/s...
A1. Yes! Recognizing these issues as systemic rather than the result of "personal responsibility" is so important. #snaprt #critarch #critlib twitter.com/violetbfox/sta...

Dual Provision 🧫 @violetbfox
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Kate Deibel @metageeky
A1 Don't just be allies. Be accomplices. This means don't just provide rah rah cheer support but take risks together and face the consequences together. #critlib #critarch #snaprt

Allana @allanaaaaaa
a1. start from the ground up - with volunteers, interns, and the degree & certification programs. get the entire next generation expecting better! (and quit the crab mentality) #critlib #critarch #snaprt
A1. Share your salary with your coworkers. ID and try to push solutions for everyday exploitation at your POW. Talk about labor issues openly with others to build solidarity! #snaprt #critarch #critlib

Dual Provision @violetbfox
A1. (cont.) Speak up when library positions anywhere are in jeopardy. See, for example, the four tenured librarians that are being laid off at St Cloud State University and the reaction at #SaveSCSU_Library. #critlib #snaprt #critarch twitter.com/SNAP_Section/s...

SNAP Section @SNAP_Section
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Kate Deibel @metageeky
A1 Don't just be allies. Be accomplices. This means don't just provide rah rah cheer support but take risks together and face the consequences together. #critlib #critarch #snaprt twitter.com/metageeky/stat...
Hi #critlib #snaprt #critarch I'm Ellen urban college Spec Coll Librarian/archivist and in the leadership of our union on campus

Recognize that attacks on beleaguered/vulnerable parts of the library (like technical services) are a precursor to broader attacks. Respond to attacks on them as if they’re on you, because they soon will be. (An injury to one is an injury to all!) #critlib #critarch #snaprt

Q2. How do short term-funded projects in libraries & archives contribute to the perpetuation of systemic oppression in the information professions? #critlib #snaprt #critarch
Kate Crowe
@kcrowe

It's such a truism that it almost feels silly to keep saying it - but truly, none of us are free until all of us are free. And it's hard to envision freedom in a system like ours, but we have got to do that work together. #critlib #critarch #snaprt twitter.com/critlib_anon/s...

Anonymous critlib @critlib_anon
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Dual Provision 💀 @violetbfox · Sep 25, 2019
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SNAP Section @SNAP_Section
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Dual Provision 💀 @violetbfox

@EamonTewell's excellent thread from a few days ago has examples of demonstrating solidarity, including writing letters and using the power of any organizations you're a part of. Take advantage of the communities you've built! twitter.com/EamonTewell/st... #critlib #snaprt #critarch

Eamon Tewell @EamonTewell
Please read this by @bfister on #saveSCSU_library and the ways library labor is systematically discounted, and then consider how you can support @stcloudstate librarians and faculty being targeted! insidehighered.com/blogs/library-...
A2 From an IDEA perspective, short-term projects just show that you care about diversity for that short-term. Yay! You have a Black History Month display. What about the other eleven months? #critlib #critarch #snaprt

frannyspook
@frannypak

What does solidarity mean in this sentence? Like, between librarians and archivists? Or among our coworkers in our institutions? #critarch #critlib
twitter.com/SNAP_Section/s...

SNAP Section @SNAP_Section

Q1. What can archivists & librarians do to create greater solidarity in our professions? #critlib #snaprt #critarch

Dr.EB
@LNBel

A1 if in union, advocate for needs of contingent library workers in the demands put forward by librarian affinity groups to bargaining team. #CRITLIB #snaprt #Critarch
A2. I do not have a good answer to this one, but this question has appeared again and again in my mind, and I was excited to address it as a community - so many of our grants, our postdocs, our temp positions are where "EDI/A" work lives, & that's not ok. #snaprt #critlib #critarch twitter.com/SNAP_Section/s...

SNAP Section @SNAP_Section
Q2. How do short term-funded projects in libraries & archives contribute to the perpetuation of systemic oppression in the information professions? #critlib #snaprt #critarch

Robin Desmeules @RobinDesmeules
Good evening #critlib #snaprt #critarch I'm a cataloguing librarian in Montreal.

Kate Deibel @metageeky · Sep 25, 2019
A2 From an IDEA perspective, short-term projects just show that you care about diversity for that short-term. Yay! You have a Black History Month display. What about the other eleven months? #critlib #critarch #snaprt

Kate Deibel @metageeky
Funding one residency librarian means you did that once. Funding a local diversity history archive project starts some momentum and then it just... stops. #critlib #critarch #snaprt
A2. Many ways but 1 is it literally stunts your professional growth because you're spending more energy campaigning for a job than being able to focus deeply, learn, and develop professionally. #snaprt #critarch #critlib

Vanessa Reyes
@Reyes_Vanessa_

Hi everyone I'm an Instructor at the USF iSchool This is my first time attending a #critlib and #snaprt tweet session. I'm looking forward to ongoing conversations on Labor Issues in Archives #critarch

Kate Deibel
@metageeky

Oh god yes! Constantly having to serve on job search committees is such a time drain! #critlib #critarch #snaprt
Incorporate use of diversity archives into library instruction classes. #critlib #critarch #snaprt

Kate Deibel @metageeky
Replying to @metageeky
Funding one residency librarian means you did that once. Funding a local diversity history archive project starts some momentum and then it just... stops. #critlib #critarch #snaprt

Librarian, KN4IJM @klmccook
Incorporate use of diversity archives into library instruction classes. #critlib #critarch #snaprt

Kate Deibel @metageeky
With this in mind, look at student projects that could help showcase local history (especially diversity related) to the community. #critlib #critarch #snaprt
twitter.com/klmccook/status...
Dual Provision @violetbfox
lol forgot the hashtags I should be better at this by now! #critlib #snaprt #critarch twitter.com/violetbfox/sta...

Dual Provision @violetbfox
A2. Short-term projects demonstrate lack of commitment to the long-term relationship building that is an essential part of being a healthy part of our communities. "Hit it and quit it" isn't a good model for long-term growth.
twitter.com/SNAP_Section/s...

SNAP Section @SNAP_Section
Q3. How can library & archives organizations advocate for & mitigate harm to workers? #critlib #snaprt #critarch

Kate Crowe @kcrowe
I tried to write it as broadly as possible - both within our distinct disciplines, but also within how we think about solidarity across those professions (and again, I tend to loop in museums as well, which sometimes works and sometimes doesn't). #snaprt #critlib #critarch
I'm putting on my serious job hat here.
* Read up on mandatory reporting
* Apply that to Title IX and Discrimination Policies
* Don't push it merely up to your supervisor
* Take it directly to the offices meant to handle them

#critlib #critarch #snaprt
twitter.com/SNAP_Section/s...

**SNAP Section** @SNAP_Section
Q3. How can library & archives organizations advocate for & mitigate harm to workers? #critlib #snaprt #critarch

17  1:31 AM - Sep 25, 2019

See Kate Deibel's other Tweets

**jess** @destreservation
A1. Another thought- form coalitions especially with LIS faculty who have a lot of influence on new professionals and planting the seeds that shape our profession's culture

#snaprt #critarch #critlib

6  1:31 AM - Sep 25, 2019

See jess 's other Tweets

**SNAP Section** @SNAP_Section · Sep 25, 2019
Q3. How can library & archives organizations advocate for & mitigate harm to workers? #critlib #snaprt #critarch

Allana @allanaaaaaaa
q3. become a national union of heritage workers

#snaprt #critarch #critlib

14  1:32 AM - Sep 25, 2019

See Allana's other Tweets
A.2 change takes time, and it has to be wide reaching. We can’t expect a single person to bear the brunt of that change, especially not on limited term. #snaprt #critlib #critarch

Allana @allanaaaaaaa · Sep 25, 2019
Replying to @SNAP_Section @OrganizingLIS
q3. become a national union of heritage workers #snaprt #critarch #critlib

Allana
@allanaaaaaaa

q3. provide a robust channel for reporting workplace harms, and offer advocacy for & support to workers #critlib #critlib #snaprt

Sandy Rodriguez @audiocat7
A1. THIS! Neoliberalism & white supremacy culture divide thru competitive individualism. Becoming conscious of assumptions built into work cultures is a necessary first step to solidarity. We need to see how connected we are & build power together. #critlib #snaprt #critarch twitter.com/violetbfox/sta...

Dual Provision 💀 @violetbfox
A1. Recognize the patterns that underlie so much of the unemployment, underemployment, precarious positions, and unhealthy workplaces in our profession. It's not just an individual's bad luck or poor decisions. #critlib #snaprt #critarch twitter.com/SNAP_Section/s...
We need to be better supporters and safety nets of all of us. Entrenched old beliefs and bad actors exist and we can only fight them if we challenge them. Make the laws and regulations work for us.

#critlib #critarch #snaprt

Kate Deibel @metageeky
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#critlib #critarch #snaprt

Kate Crowe @kcrowe
I will add from my own 'serious job hat' - if you know an HR person that you trust, even if they're not in your unit (sometimes especially if not, if things are real bad), seek them out - & be aware of what mandatory reporting entails depending on yr q.

#snaprt #critlib #critarch
twitter.com/metageeky/stat...
q3. don't be afraid, as an organization, to publicly call out bad workplaces, or do such concrete things as refuse to advertise their jobs, and support their staff in their job hunts.

if not our national associations, who? #snaprt #critlib #critarch

Kate Deibel
@metageeky

I've seen too many good people drop out, go quiet, leave positions, and worse because they did not trust the systems to help. It's not simply something mentoring can fix. We need all hands on deck. #critlib #critarch #snaprt
Kate Crowe 🍁📅 @kcrowe · Sep 25, 2019
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twitter.com/SNAP_Section/s...

Kate Crowe 🍁📅 @kcrowe
Also, if you and I follow each other and you ever want to just DM a sympathetic person and talk through a complicated issue (even if it requires phone follow-up) I am HAPPY TO DO IT. #critlib #critarch #snaprt

Kate Deibel @metageeky · Sep 25, 2019
Replying to @destreservation
Oh god yes! Constantly having to serve on job search committees is such a time drain! #critlib #critarch #snaprt

Librarian, KN4IJM @klmccook
But if there is no one with an eye on these issues they will not be addressed. At least submit concerns for EDI to committees. Read the minutes. #critlib #critarch #snaprt

See Kate Crowe 🍁📅 Canada's other Tweets
See Librarian, KN4IJM's other Tweets
A1. It also necessitates a recognition of where we each hold power and privilege. That’s where situating yourself into a larger context of social norms and a deeper understanding of equity comes in. It’s hard, but necessary for solidarity. #critlib #snaprt #critarch

twitter.com/violetbfox/sta...

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19  1:37 AM - Sep 25, 2019

See Sandy Rodriguez's other Tweets

Allana @allanaaaaaaa · Sep 25, 2019
Replying to @SNAP_Section @OrganizingLIS
q3. become a national union of heritage workers #snaprt #critarch #critlib

Lauren G @laurenbgood

My question: how to handle right to work vs union friendly states? I’m part of @CWA6186 for state of Texas workers, including public unis, and I love it. But does it function differently than a union with contracts and collective bargaining? 1/2 #snaprt #critarch #critlib

6  1:37 AM - Sep 25, 2019 · San Marcos, TX

See Lauren G's other Tweets
Kate Deibel
@metageeky

Exactly. Make your whole library implement IDEA (don't forget Access) practices during the hiring process, including planning future hiring. #critlib #critarch #snaprt

Librarian, KN4IJM @kImccook · Sep 25, 2019
Rephlying to @metageeky @destreservation

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Lauren G @laurenbgood · Sep 25, 2019
Rephlying to @allanaaaaaaa and 2 others

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Lauren G @laurenbgood

Asking bc unions are super useful but I don’t fully understand the difference bt the two types. 2/2 #snaprt #critarch #critlib

anonymous critlib @critlib_anon

There are so many people in leadership positions who are terrible. Harmful. Unqualified. We have to do more to make sure that terrible people aren’t our leaders. #critlib #critarch #snaprt

 anonymous critlib @critlib_anon

There are so many people in leadership positions who are terrible. Harmful. Unqualified. We have to do more to make sure that terrible people aren’t our leaders. #critlib #critarch #snaprt
A.3 value collective agreements, stop precarious employment, unionize if you can h/t @allanaaaaaaa #saprt #critlib #critarch twitter.com/snap_section/s...

SNAP Section @SNAP_Section

Q3. How can library & archives organizations advocate for & mitigate harm to workers? #critlib #snaprt #critarch

SNAP Section @SNAP_Section

Q4. How can archivists & librarians shift the perception of contingent work as necessary? #critlib #snaprt #critarch

anonymous critlib @critlib_anon

At MPOW, I know that five staff members were approached by a student being stalked. None followed mandatory reporting. MPOW is not interested in confronting them. Instead just more Title IX training for everyone. #critlib #critarch #snaprt

jess @destreservation

A3. Refuse to post jobs that are exploitative, call orgs out that exploit workers & refuse sponsorship $$ from them, provide support to exploited workers, tie labor to accreditation, make fair labor a value/tie to membership eligibility, code of conduct #snaprt #critarch #critlib
I would say on top of this, we need to think about how positions all the way up and down the ladder can become more equitable. Speaking only for myself, as the child of a senior admin, I saw the toll it takes to be a present, competent admin, and 1/2

#critlib #critarch #snaprt twitter.com/critlib_anon/s...

**anonymous critlib** @critlib_anon

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❤️ 26  1:41 AM - Sep 25, 2019

🔗 See Kate Crowe 🍁🌿🍁加拿大的 other Tweets

**anonymous critlib** @critlib_anon

I doubt those five people will see themselves as having failed that student. #critlib #critarch #snaprt

❤️ 2  1:42 AM - Sep 25, 2019

🔗 See anonymous critlib's other Tweets
Kate Crowe 🍁💡 @kcrowe · Sep 25, 2019
I want it to be possible for people who are the ones I want to be my leaders to actually do these jobs without it requiring them to completely sacrifice their personal lives. #critarch #critlib #snaprt
twitter.com/critlib_anon/s...

anonymous critlib @critlib_anon
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Dual Provision 💀 @violetbfox

A4. Accepting the fact that the profession will never move the needle on bringing more diversity into the profession if we continue to have jobs that only middle & upper class people can afford to work in. #critlib #snaprt #critarch twitter.com/SNAP_Section/s...

SNAP Section @SNAP_Section
Q4. How can archivists & librarians shift the perception of contingent work as necessary? #critlib #snaprt #critarch
twitter.com/SNAP_Section/s...

19th Century Dates in Excel @DerangeDescribe

A4 If you care about labor issues, we need you in management. (But you don’t owe us that kind of work if it’s not for you.) #critlib #snaprt #critarch
twitter.com/SNAP_Section/s...
A4 Say no to constantly training new people on the same stuff. Fight with the numbers. #critlib #critarch #snaprt

19th Century Dates in Excel @Derang... · Sep 25, 2019
A4 If you care about labor issues, we need you in management. (But you don’t owe us that kind of work if it’s not for you.) #critlib #snaprt #critarch

Kate Deibel @metageeky
Thank you! I’ll do anything on the front lines but not manage. #critlib #critarch #snaprt

Holly Croft @HollyCroft
A1. I adore the term chosen here, because implies shared responsibility for the action... and the outcomes! #critlib #snaprt #critarch twitter.com/metageeky/stat...

Kate Deibel @metageeky
A1 Don't just be allies. Be accomplices. This means don't just provide rah rah cheer support but take risks together and face the consequences together. #critlib #critarch #snaprt
A2. It perpetuates the myth that archives work is a temporary, one-time job, instead of the enduring and ever-changing art/science/professional work that it is. #critlib #snaprt #critarch twitter.com/SNAP_Section/s...

SNAP Section @SNAP_Section
Q2. How do short term-funded projects in libraries & archives contribute to the perpetuation of systemic oppression in the information professions? #critlib #snaprt #critarch

frannyspook @frannypak
Welp, a sector-wide union would go a helluva long way. #critlib #critarch twitter.com/SNAP_Section/s...

SNAP Section @SNAP_Section
Q1. What can archivists & librarians do to create greater solidarity in our professions? #critlib #snaprt #critarch

jess @destreservation
A4. Ultimately it will prob take a large natl action to get those in power to listen. Lately I have considered talking points on innovation vs maintenance. Looking forward to more of those convos at #miii next week! #snaprt #critarch #critlib
Librarians: ALA Allied Professional Association ala-apa.org

What is Archive Worker section in SAA? #snaprt #critlib #critarch

Librarian, KN4IJM
@klmccook

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Allana @allanaaaaaaa Sep 25, 2019
Replies to @allanaaaaaaa and 2 others
q3. don't be afraid, as an organization, to publicly call out bad workplaces, or do such concrete things as refuse to advertise their jobs, and support their staff in their job hunts.

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SNAP Section @SNAP_Section Sep 25, 2019
Q4. How can archivists & librarians shift the perception of contingent work as necessary? #critlib #snaprt #critarch

Allana @allanaaaaaaa Sep 25, 2019
Replies to @allanaaaaaaa and 2 others
a4. if you're supervising, work hard to mentor and prepare your hire(s). give them clear deliverables that allow them to build a portfolio and make solid claims on their resumes. and offer to be a reference. #snaprt #critlib #critarch

Kate Deibel @metageeky Sep 25, 2019
A lot of these issues need to be better taken up by our professional organizations, but many of them are even worse as they rely on free labor that we pay them to do! #snaprt #critlib #critarch
Q5. How can supervisors of early career librarians & archivists support new professionals re: labor issues?

#critlib #snaprt #critarch

Rely on staff. Believe in staff. Stop building whole ecosystems built of student assistant labor. #critlib #critarch #snaprt

Agree 100%. If they aren't watched search coms. skip steps already in place. Be a bird-dog on hiring. Be sure jobs are widely promoted REFORMA, BCALA. #snaprt #critlib #critarch

I'm putting on my serious job hat here.
* Read up on mandatory reporting
* Apply that to Title IX and Discrimination Policies
* Don't push it merely up to your supervisor
* Take it directly to the offices meant to handle them

Kate Deibel @metageeky · Sep 25, 2019

twitter.com/SNAP_Section/s...
We need our professional organizations to mitigate and manage costs regarding conference fees, travel, etc.

#snaprt #critlib #critarch

Lauren G @laurenbgood · Sep 25, 2019

Haha oops! From what (little) I’ve heard, with union-busting laws and general trend against unions where they do have collective bargaining rights, many unions are following the right to work state models of union action. Namely, focusing on elected officials and grievances.

But that’s for public employees. I still think prof orgs could follow that model of electing (gasp!) and putting pressure on state, local, and fed legislators to support our needs. 💁‍♀️ #snaprt #critarch #critlib Much more than the occasional public statement.
OrganizingLIS
@OrganizingLIS

Within SAA, @ArchivesIssues is doing great work! There are also several labor-related initiatives underway led by SAA Council members—@rachaelcristine summarized some of these conversations in her #SAA19 recap: archivesaware.archivists.org/2019/09/06/res... #snaprt #critlib #critarch

Librarian, KN4IJM
@klmccook · Sep 25, 2019
Repeating to @allanaaaaaaa and 2 others

Librarians: ALA Allied Professional Association ala-apa.org
What is Archive Worker section in SAA? #snaprt #critlib #critarch

Responses & Retrospectives: Rachael

This is the latest post in our series Responses and Retrospectives, which features archivists’ personal responses and archivesaware.archivists.org

♥ 14 1:52 AM - Sep 25, 2019

See OrganizingLIS’s other Tweets

Lauren G
@laurenbgood · Sep 25, 2019
Repeating to @allanaaaaaaa and 3 others

Haha oops! From what (little) I’ve heard, with union-busting laws and general trend against unions where they do have collective bargaining rights, many unions are following the right to work state models of union action. Namely, focusing on elected officials and grievances. +

Allana
@allanaaaaaaa

so based on a *very* cursory googling... I think there's a lot of potential work to do to convince our colleagues that organized labour is an important and necessary part of being in the profession at all. #critlib #critarch #snaprt

♥ 11 1:52 AM - Sep 25, 2019

See Allana's other Tweets
This! It is the legal system's responsibility to prove guilt and presume innocence. This isn't to say that you can't be critical of complaints, but one should listen to staff and hold judgment until later. hashtag snaprt hashtag critlib hashtag critarch

Rely on staff. Believe in staff. Stop building whole ecosystems built of student assistant labor. hashtag critlib hashtag critarch hashtag snaprt

Or in union leadership holding mgmnt accountable to the workers hashtag critlib hashtag snapart hashtag critarch

A4 If you care about labor issues, we need you in management. (But you don’t owe us that kind of work if it’s not for you.) hashtag critlib hashtag snaprt hashtag critarch

A5. Insist on living wages and realistic benefits like health care. hashtag snaprt hashtag critlib hashtag critarch
so based on a *very* cursory googling... I think there's a lot of potential work to do to convince our colleagues that organized labour is an important and necessary part of being in the profession at all. #critlib #critarch #snaprt

it's scary to think that in the year of our lord 2019 workers think they can get by without solidarity... and there will always be a few... but my impression of heritage is that most of us simply don't *know* what a union is and why we need them! #snap #critarch #critlib

One way to support librarians at SCSU would be to haunt the Twitter feeds of @stcloudstate, @DrRobbynWacker & @SCSU_Library w/ critical responses & questions. They’re concerned about social media presence & will feel such pressure. #saveScsu_library #critlib #critarch #snaprt

A5. Don't assume that early career folks know lessons that you've learned over years. Give them info they need to navigate organizations & the profession, including advice on which battles are worth fighting. Encourage them to stand up for themselves! #critlib #snaprt #critarch twitter.com/SNAP_Section/s...
I've finally started saying, “we can't.” #critlib #snaprt #critarch

Q4. these convos on how to pay for more staff. We know permanent staff positions aren't getting filled w/ many getting consolidated into smaller numbers. So ask (really demand to know) from your institution how can we keep doing more with less people #snaprt #critlib #critarch

A5. Advocate like hell and make sacrifices. If an administrator insists that unpaid or exploited labor is necessary to get the job done, refuse to do the job. The good we imagine archives work doing doesn't outweigh the harm of exploiting workers. #snaprt #critlib #critarch

it's scary to think that in the year of our lord 2019 workers think they can get by without solidarity... and there will always be a few... but my impression of heritage is that most of us simply don't *know* what a union is and why we need them! #snaprt #critarch #critlib

UNION LIBRARY WORKERS BLOG is PLG effort to document library & archive labor actions. Over 140K views. Send your news. #snaprt #critarch #critlibunionlibraryworkers.blogspot.com
Kate Deibel
@metageeky

Maybe we should include that info in the final product. Amount of overtime put on unrespected part time labor. Unfunded work. Day worked when sick. #snaprt #critlib #critarch

Kate Crowe
@kcrowe

That's the end of the questions - I may be duplicating efforts with @SNAP_Section but while the chat itself is over, please feel free to keep the conversation going! #critarch #critlib #snaprt Thank you all SO MUCH for participating! <3

SNAP Section
@SNAP_Section

That's all folks. Thanks to everyone for participating and being honest and candid. Special thanks go to @kcrowe for organizing tonight's chat. We're looking forward to many more partnerships between #critlib #critarch and #snaprt. And please keep this conversation going!
In all seriousness, do archive projects include metadata about the archiving project itself like funding, donor names, hours worked, etc.? #snaprt #critlib #critarch
twitter.com/metageeky/stat...

Kate Deibel @metageeky
Replying to @destreservation
Maybe we should include that info in the final product. Amount of overtime put on unrespected part time labor. Unfunded work. Day worked when sick. #snaprt #critlib #critarch

Sandy Rodriguez @audiocat7
A3. I’m really sad to say this but many admins lack basic awareness of these issues, partially bc they’re not in the same prof spaces (conferences) as their workers. They often focus their attention to institutional pressures instead. #critlib #snaprt #critarch
twitter.com/snap_section/s...

SNAP Section @SNAP_Section
Q3. How can library & archives organizations advocate for & mitigate harm to workers? #critlib #snaprt #critarch
If you think it's valuable to share your salary, please contribute to & spread the word about this space to do just that! #critlib #snaprt #critarch
twitter.com/OrganizingLIS/…

The LAM salary spreadsheet trifecta… 😞 🎈

Libraries via @HiringLib docs.google.com/spreadsheets/d... (submit: docs.google.com/forms/d/e/1FAI...)

Archives via #SAA19 attendees bit.ly/archivistssalar...

Museums via @AMTransparency rebrand.ly/salaryspreadsh... (submit: rebrand.ly/salarytranspar...)

You can contribute to the salary spreadsheet trifecta by sharing your salary with your coworkers, advocating for and mitigating harm to workers, and supporting libraries, archives, and museums.

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**Q3. How can library & archives organizations advocate for & mitigate harm to workers?**

#critlib #snaprt #critarch
Thanks so much, Kate, for making this discussion happen & bringing everyone together. Thanks to @SNAP_Section for partnering with #critlib on this important chat! #snaprt

Kate Crowe @kcrowe · Sep 25, 2019
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Dual Provision ☠️ @violetbfox · Sep 25, 2019
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If you think it's valuable to share your salary, please contribute to & spread the word about this space to do just that! #critlib #snaprt #critarch
twitter.com/OrganizingLIS/...

OrganizingLIS @OrganizingLIS
🌟 The LAM salary spreadsheet trifecta... 😊 ✨

Libraries via @HiringLib
docs.google.com/spreadsheets/d... (submit: docs.google.com/forms/d/e/1FAI...)

Archives via #SAA19 attendees bit.ly/archivistsalar...

Museums via @AMTransparency
rebrand.ly/salaryspreadsh... (submit: rebrand.ly/salarytranspar...)

jess 🌺 @destreservation
And if you want to be added to the Google group of folks working on salary/labor issues in archives (this sheet + more) dm me! I'll add you! #critarch #critlib #snaprt

jess 🌺 @destreservation · Sep 25, 2019
And if you want to be added to the Google group of folks working on salary/labor issues in archives (this sheet + more) dm me! I'll add you! #critarch #critlib #snaprt
Many Collective Bargaining Agreements are online. #critlib #snaprt #critarch Also DOL has many: dol.gov/olms/regs/comp...

Dr.EB @LNBel

Sorry #critlib #snapart #critarch I don't have many suggestions or solutions. But I offer solidarity to all who are like me, tired, fed up, pulled in many directions, wearing so many invisible labor hats.

Sandy Rodriguez @audiocat7 · Sep 25, 2019

A3. I'm really sad to say this but many admins lack basic awareness of these issues, partially bc they're not in the same prof spaces (conferences) as their workers. They often focus their attention to institutional pressures instead. #critlib #snap #critarch twitter.com/snap_section/s...

SNAP Section @SNAP_Section

Q3. How can library & archives organizations advocate for & mitigate harm to workers? #critlib #snaprt #crit #critarch

We also have to be careful that centering conversations of mitigating harm to workers doesn’t result in the institutional response that “workers need to build resilience.” We need to recognize the tactics institutions use to resist worker equity. #critlib #snap #crit #critarch
Vanessa Reyes
@Reyes_Vanessa_

Thank you @kcrowe and @SNAP_Section for getting started these valuable conversations. #critarch #critlib #snaprt

2:17 AM - Sep 25, 2019

Sandy Rodriguez
@audiocat7

Worker impact metrics! Add: Number of therapy hours, unhealthy habits developed, time spent dealing with microaggressions, etc., but I’m guessing they don’t want those numbers. #snaprt #critlib #critarch

2:29 AM - Sep 25, 2019

Kate Deibel
@metageeky · Sep 25, 2019

Replying to @destreservation
Maybe we should include that info in the final product. Amount of overtime put on unrespected part time labor. Unfunded work. Day worked when sick. #snaprt #critlib #critarch

2:47 AM - Sep 25, 2019

Kate Crowe
@kcrowe

Thanks to #snaprt #critlib #critarch for giving us an excuse to avoid tonight's news! 👍

2:47 AM - Sep 25, 2019

Anna Ferri
@ferrilibrarian

I am too tired to finish reading the #critlib #snaprt #critarch chat tonight, but there is sooooo much good stuff in there. If you care at all about labor issues is libraries & archives, you have to go check it out!

3:07 AM - Sep 25, 2019
Whatever issues are present are usually a tangled mess and I agree with your assessment-issues get dealt with as time, resources, energy, leverage, and "right time, right place" allow-and it is invariably a slog. Chat was combo #critlib #snaprt chat!

So true, but it feels like every problem in Library world is related to six other problems, so you either deal with what you can control or then you have to deal with the whole infrastructure and encounter resistance at most of the turns.

#LRTs from an interesting #critlib chat on labo(u)r issues last night/this morning.

This and many other essential points were made in yesterday's #critlib chat on labor issues in archives & librarianship--check it out! #snaprt #critarch

Recognize that attacks on beleaguered/vulnerable parts of the library (like technical services) are a precursor to broader attacks. Respond to attacks on them as if they're on you, because they soon will be. (An injury to one is an injury to all!!) #critlib #critarch #snaprt

Eamon Tewell @EamonTewell

See Eamon Tewell's other Tweets