

## Reka Montfort

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**From:** Dan Falvey [falvey@umd.edu]  
**Sent:** Saturday, October 11, 2008 2:04 PM  
**To:** Ken Holum  
**Cc:** Reka Montfort  
**Subject:** Request to review need for Bereavement Leave for Librarians (Senate Doc. No. 08-09-005)

Dear Ken,

The Senate Faculty Affairs Committee met on Monday Oct 6 and Reviewed the proposal regarding bereavement leave for librarians (Senate Doc. 08-09-005).

After much discussion the committee voted, unanimously, to reject this proposal.

A more complete description of the issues raised in the discussions will be available in the minutes from the committee meeting. However I will attempt to summarize several of the concerns raised by various committee members.

(1) The librarians have recently been moved from staff to faculty status. While faculty lack some of the benefits that are afforded to staff, they also are afforded privileges and benefits that are unavailable to staff. Thus many committee members pointed out that the comparison of librarian benefits to staff benefits was not appropriate.

(2) It was noted that faculty on 12 month appointments are currently eligible for nearly 2 months of annual, personal and sick leave. In addition faculty are also able to obtain collegial leave. It was felt that the proposal did not adequately address the possibility of using existing leave mechanisms to take care of bereavement situations.

(3) The proposal also failed to elucidate whether current policies have resulted in any widespread practical problems, or whether the concerns are merely theoretical. How many librarians have been unable to attend funerals of close family members as a consequence of existing policies? How many have been terminated or disciplined for attending funerals?

(4) Likewise, it was not clear from the proposal whether this concern was widespread among the librarians or whether it was confined to a small number of individuals.

Dan