



WORKING REMOTELY FOR LIBRARIANS - TIPS, TRICKS, AND WAYS TO MAKE IT WORK

Niche Academy

June 22, 2022

Curious about how to have the conversations around working remotely with your library? Join me as we talk about what to say, why it works, and how to make it work for you.

Molly Virello, Southington Public Library
virellom@southington.org



POLL #1

**How many of you
worked remotely during
2020?**



More than 53% of American employees prioritize flexible work over career progression

Source: LifeWorks Mental Health Index, Feb. 24, 2022

Remote Work Conversations

Knowing your reasons.

Stating the facts.

Adjusting expectations.

Creating a Plan.



Reasons

What are you solving?

Why is remote work something you are working on? What problem does it solve?

Use relevant examples

Talk about WHY remote work should be something offered at your library.

HOW would having the ability for a remote day help employees AND managers?





Real World Applications

Building Issues

No heat or AC. Leak in the walls. Extensive maintenance work.

Weather Issues

It's New England....Snow days.

School Breaks

2nd Tuesday of the month? You mean Teacher Development 1/2 day?

Dr Appointment

Do you really want to drive all the way back to work after your appointment?



Creating the Policy



What steps will you take?

What are the rules and criteria surrounding such a situation?

Who will be eligible?

How long will remote work terms last?

Are you ready for challenges?



Eligibility, Terms, Schedule



Which positions are remote compatible?

How long will a remote term be for?

Will schedules look the same?

How will those remaining in the building adapt?



Expectations, Tasks, Chain of Command



Give employees the benefit of the doubt they are doing the work

What CAN employees do/what SHOULD they do while remote?

Who do they report to?



Evaluation, Codes of conduct, Expectations.



- Be prepared for tough questions:
 - Connectivity
 - Equipment
 - Staying aware of your team/deparment
- How will your department flourish?
- What problems did you identify?

Some common tensions.



- Working Anywhere vs All the Time
- The Idea of "Fairness"
- Possible vs Preferred

Growing Pains



Dispelling assumptions

about what remote work or flexible work looks like.

Working through tensions

Want vs expectations

A sense of fairness

Who can qualify, when, and why?

What tasks are doable?

Are you really going to bring home that microfiche and convert it?

Working on communication

How and when can remote staff be reached?

What is possible VS

what the library prefers

Union Avenues



Little Trickier

Can't just automatically be applied. Some extra steps. Best way to have these conversations with union committees, lawyers, through contract negotiations.

Also need to be sure that workers are protected while also being fair to other members.



Questions?




01

Comments?


02

Concerns?

Thank You

 Address

255 Main Street, Southington, CT 06489

 Telephone

860-628-0947 x3

 Email

virellom@southington.org



SCAN ME

**Barnes &
Noble**



SCAN ME

Amazon

WORKING REMOTELY



*A Practical Guide
for Librarians*

MOLLY VIRELLO