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Schlipf, Frederick A., ed. *Collective Bargaining in Libraries*. Proceedings of a Conference Sponsored by the Illinois State Library and the University of Illinois Graduate School of Library Science and University of Illinois Office of Continuing Education and Public Service. Urbana-Champaign, Ill.: University of Illinois, Graduate School of Library Science, 1975. 179p. \$8.00. (Available from Publications Office, Graduate School of Library Science, 249 Armory Building, Champaign, IL 61820) (LC 75-25240) (ISBN 0-87845-042-4)

The entry of librarians into organized labor relations presents a largely misunderstood challenge to the ethics of librarianship, even though it is estimated that in the United States some 33 percent of school librarians, 20 percent of academic librarians, and 10 percent of public librarians already are represented by collective bargaining.

The purpose of the Allerton Park Institute held in 1974 was to examine library unionization in a dispassionate way. Thus, these ten papers review the evolution of the union movement, cover basic bargaining methods, and summarize the impact of bargaining on libraries. The first two papers conclude that librarians are on the threshold of unprecedented unionization, due to increasing financial problems and new laws allowing collective bargaining in the public sector. Five succeeding papers deal with legal considerations, bargaining agent recognition, unit establishment, topics of negotiation, and grievances. The concluding three papers assess collective bargaining as it applies specifically to libraries and include a simulated bargaining session and evaluations of public and academic library unionization. Appended are a comprehensive bibliography and a glossary of labor terms.

As a general introduction to the technical details of bargaining, this volume provides some helpful insights. It is not, however, a how-to book for librarians expecting a realistic guide to negotiations, nor is it an objective examination of what forms of par-

ticipatory management have been achieved through bargaining.

It is in the final three papers, those examining bargaining as it functions in libraries, where the aim of the institute goes awry. The simulated bargaining session uses a plastics firm as its example, an unfortunate choice in that bargaining in the public sector, where most librarians are employed, is very different from the private sector where bargaining laws are less restrictive and there is little question of final authority. In addition, the evaluations of the effects of bargaining, both written by library directors, deal with library staffs in general and are apprehensive in attitude towards governance, arbitration, accountability, and other negotiable issues. Indeed, the paper on bargaining in academic libraries contains a whole section entitled "Threat to the Service Function." Further, the evaluation of academic libraries is by a Canadian who admits more familiarity with the libraries of Canada than those of the U.S., which is demonstrated by her misinterpretation of the bargaining unit model set at Wayne State University. (Contrary to her report, only supervisory librarians with final hire-fire authority, namely, the director of libraries and assistant/associate directors, are excluded from the unit.) Thus, in these assessments, collective bargaining is not objectively, nor always accurately, presented.

It is worth noting that, of all the contributors, only one represents a union; five are lawyers, agency representatives, or professors outside the field of librarianship; and only four are librarians, including two directors of libraries and two professors of library science. Only one contributor appears to have had actual experience as a negotiator representing library employees. Significantly, no rank-and-file librarians are included. Thus, this volume has a disturbing lack of balance between viewpoints. Clearly, library management and those not directly involved with some of the basic issues of collective bargaining in libraries are curious choices for presenting a fair and complete picture of library unionization.

A definitive analysis of collective bargaining in libraries is yet to be written.—*Lothar Spang, Assistant to the Director, Wayne State University Libraries, Detroit, Michigan.*