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3-2023

Quiet Quitting or Acting Your Wage: What does this mean in libraries?

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Recommended Citation

Epperson, Annie; Sweeney, Stephen; Masters, Emily; and Wisor, Miranda, "Quiet Quitting or Acting Your Wage: What does this mean in libraries?" (2023). *University Libraries Faculty Publications and Presentations*. 156.

<https://digscholarship.unco.edu/libfacpub/156>

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QUIET QUITTING, OR: WORK YOUR WAGE

What Does That Mean in Libraries?





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01. INTRODUCTION OF SPEAKERS

02. HISTORICAL AND SOCIOLOGICAL CONTEXT

03. ON THE LEGAL ISSUES

04. FROM A SOCIOLOGICAL STANDPOINT

05. POLITICAL AND INSTITUTIONAL
· · IMPACT OF QUIET QUITTING ON
· · EMPLOYEES · ·
· · · · · · · · · ·



AGENDA OF PRESENTATION

I'D LIKE TO POLL THE AUDIENCE, PLEASE

- LIBRARY TYPE
- STATE
- SUPERVISORS AND/OR MANAGERS





01. HISTORICAL AND SOCIOLOGICAL CONTEXT

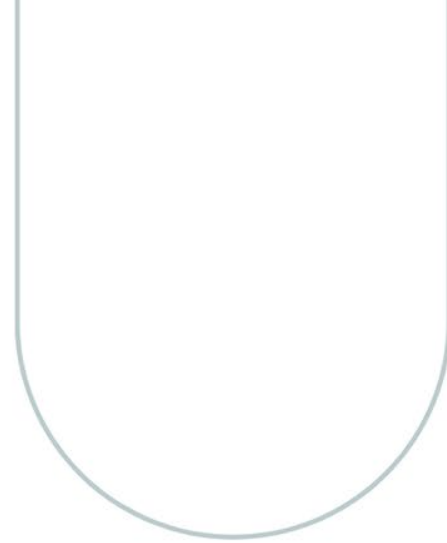
- Look Back to See Forward
- Pre - and Post-WWII
- Individual Cost
- Not New, Just Louder





LOOK BACK TO SEE FORWARD

- PANDEMIC (Spanish Flu)
- STRIKES





PRE & POST WORLD WAR II

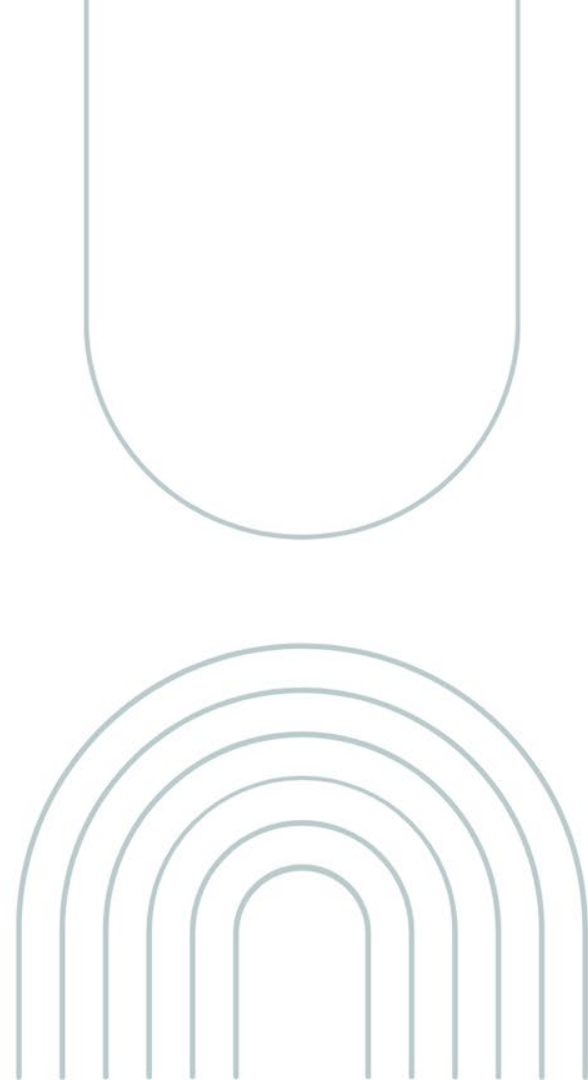
- PRESSURE TO CONCEDE
- DEPRESSION
- LABOR REVOLUTION





INDIVIDUAL COST

- PHYSICAL HEALTH
- MENTAL HEALTH





NOT NEW- JUST LOUDER

- QUIET QUITTING (2009)
- GALLUP POLL (2021)





The Affirmator



Speak your Affirmator into Affirming Existence!

Share your affirmation with two new friends in the crowd.

(We will be asking for volunteers to share with the whole group – gird your loins!)



02. ON THE LEGAL ISSUES

- Read Your Contract
- Your Federal Protections
- Leave a Paper Trail (if you can)
- Some Intersectional Considerations



Read Your Contract

- What is actually in your contract?
 - For School Librarians: What time do you arrive and leave for the day? How can you honor those times AND get your work done? Do you have a teacher association or union that negotiates your contract?
 - When it comes to “quiet quitting–” is it QQ or is it performing *only* the duties you are contracted to perform?
- What is Wage Theft?
 - Wage Theft is unpaid work off the clock. If your employer asks you to work before you clock in or after you clock out, that is Wage Theft. They CAN ask you to come in early, they CANNOT ask you to come in early and not clock in on arrival.



Federal Protections

- You are protected from retaliation when reporting discrimination or harassment to a supervisor
- They have to let you go to the bathroom. Really. -OSHA
- New parent? Pumping is also protected. Your place of work must provide you with “a place, *other than a bathroom* , that is shielded from view and free from intrusion from coworkers and the public, which may be used by an employee to express breast milk.” -FSLA
- Discrimination in the workplace or during the hiring process is not allowed - this includes race, sex, religion, pregnancy, many disabilities, and national origin. - EEOC

Leaving a Paper Trail (if you can)

- Single-Party Consent Laws - what are they and how can they help you?
- Put it in an email - if you have a meeting, send a follow-up. If you have a phone call, send a follow-up.

Arizona - SPC

Colorado - SPC

Kansas - SPC

Montana - APC

Nebraska - SPC

Nevada - APC

New Mexico - better safe than sorry. NM law does not appear to prohibit recording in-person conversations without consent. However, the consent of one party is required to legally record electronic communications.

North Dakota - SPC

Oklahoma - SPC

South Dakota - APC

Utah - SPC

Wyoming - SPC





Intersectional Considerations

- Privileges - are you someone who benefits from any kind of privilege that would allow you to take more frank and succinct conversations in the workplace without reprisal?
 - Take a moment to consider your privilege. Have you ever been considered “angry” because you didn’t smile at something offensive? Are you called bossy or are you called the boss?
- Language - are you someone who uses a lot of metaphor or idiom when you speak? Is corporate-speak or jargon part of your library or school’s culture? How is that affecting the people around you?
 - Having clear conversations without euphemism can clear the path for those same conversations when it comes to discussions between a stronger power imbalance in difficult situations
 - This applies to all kinds of people!

PAIR SHARE YOUR SELF-CARE

ZODIAC SELF-CARE

@crazyheadcomics

SAGITTARIUS



- fresh sheets
- plan a trip/outing
- ride a bike

CAPRICORN

- slow nature walk
- plan for the week ahead
- practice self compassion



AQUARIUS



- daydream
- perform an act of kindness
- stretch

PISCES

- light a candle
- set a positive intention
- cry it out



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ARIES



- nap!!!
- dance to your favorite song
- binge an easy-watch series

TAURUS

- try a new recipe
- journal
- snuggle up with a furry friend



GEMINI



- read a book
- unplug
- verbalize your feelings

CANCER

- get a plant to care for
- meditate
- drink something warm



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LEO



- get creative
- thrift a new outfit
- take yourself on a date

VIRGO

- declutter
- listen to your favorite podcast



breathe!!!

LIBRA



- hot bath/shower
- call a friend
- pamper time!

SCORPIO

- make a cathartic playlist
- learn something new



shadow work

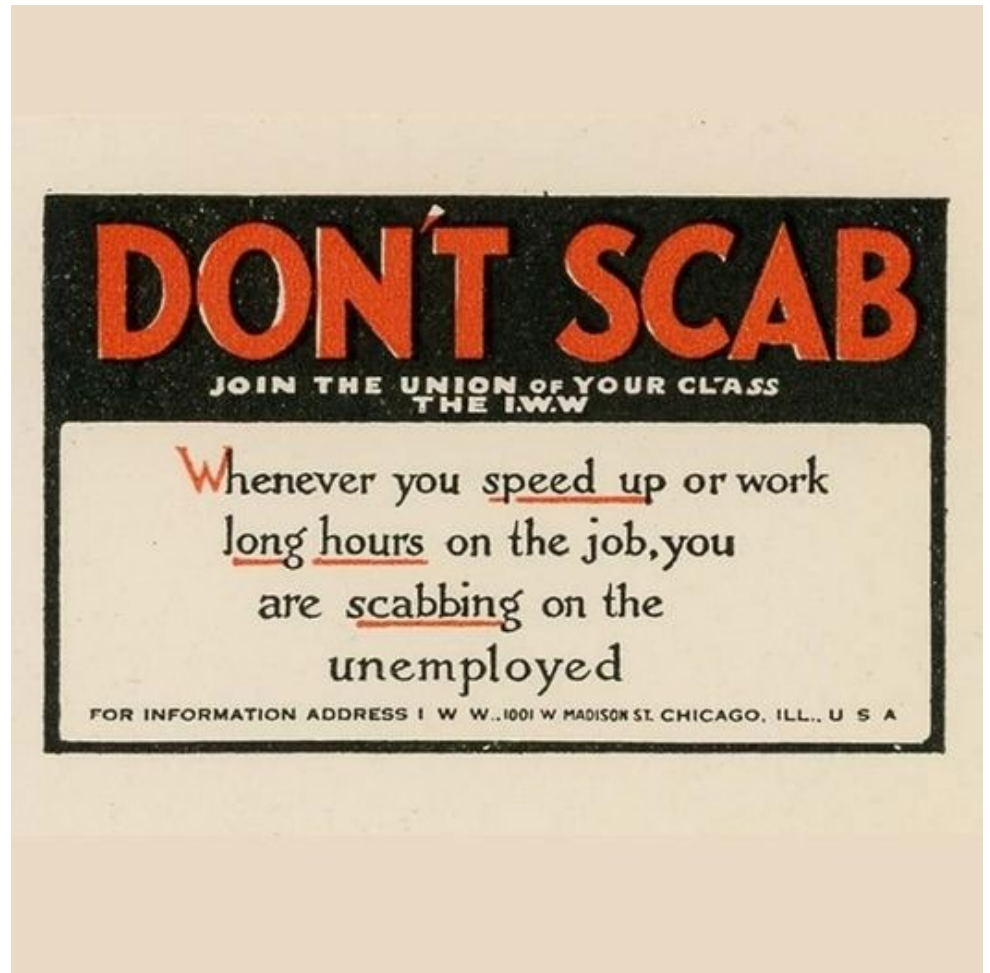
Take three minutes to reflect with a partner on how you perform acts of self-care

03. FROM A SOCIOLOGICAL STANDPOINT



Present Day

The social setting of today is both similar to and different from what has already been described in our historical context.





Sociological Lenses



Structural Functionalist

- Macro level: All the pieces of society work together “in harmony”; society is viewed as an entire, complex structure in which each part plays a role.

Symbolic Interactionist

- Micro level: society is composed of individuals who construct reality as they interact with one another, communication and exchange of ideas using symbols is central to this theory.

Conflict Approach

- Macro level: focus on inequality within society due to unequal distribution of desired resources. This benefits a minority at the expense of the majority. Those in power develop structures and methods to maintain power; those who lack power are always creating new ways to gain resources, rendering society in constant conflict.





“Bring your whole self”

Social media plays a big part in sharing tactics and horror stories of workplaces.

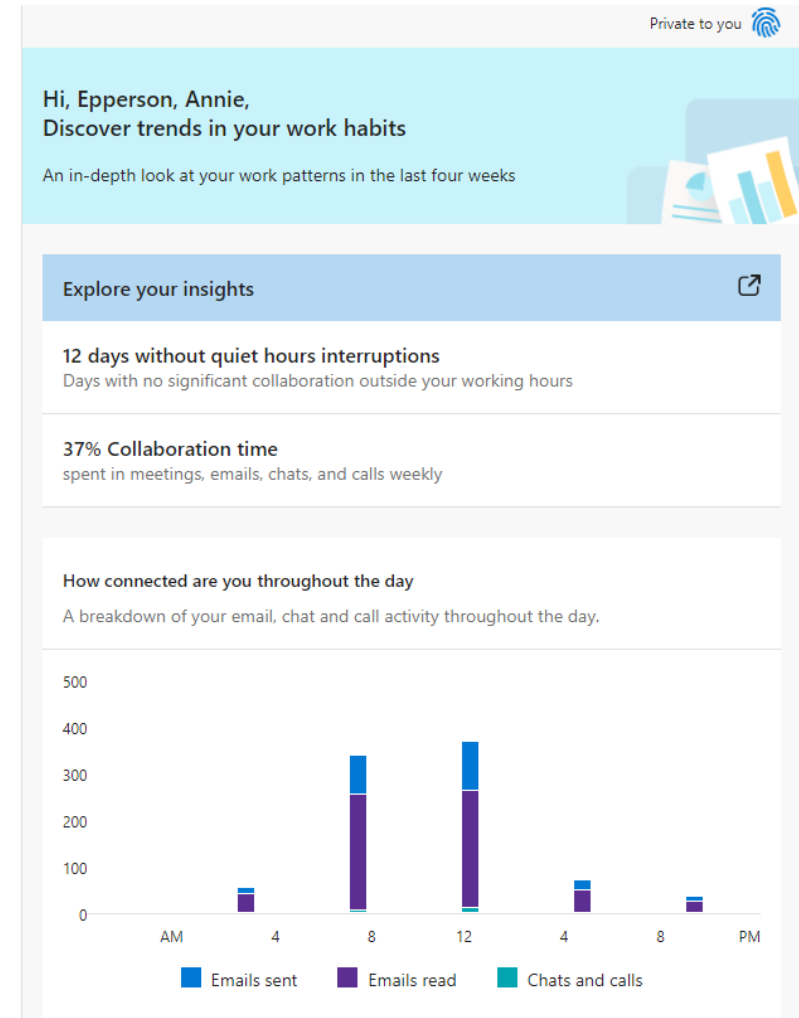
Library Think Tank - #ALATT,
anyone?





Employers attempt to help with balance

My university IT system sends these analyses of my online productivity, aka “work.”

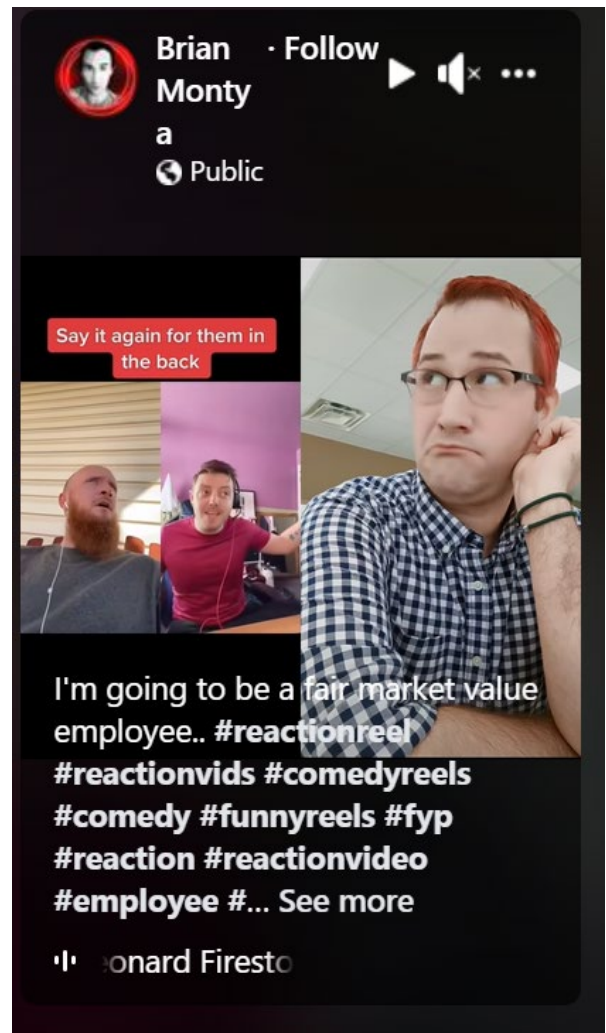


What's Our Value?

Who has the privilege to practice Working Their Wage? Before this next video, let's think about that.

Which of the theories is this one illustrating?

<https://www.facebook.com/reel/1433726717454062>



The COVID-19 Pandemic

Libraries and Librarians –
essential, or not?

On this day
3 years ago

 Annie Epperson
March 6, 2020 · 🌐



Eric Sprankle, PsyD ✓
@DrSprankle

Health tips:

- wash your hands
- cover your cough
- don't touch your face
- unionize so you and your coworkers can collectively bargain for paid sick days

11:24 PM · Mar 2, 2020 · [Twitter for iPhone](#)

8.5K Retweets **30.3K** Likes



 Amanda Ortman
March 4, 2020 · 🌐



Quantum physics tells us that nothing that is observed is unaffected by the observer. That statement, from science, holds an enormous and powerful insight. It means that everyone sees a different truth, because everyone is creating what they see.



REFLECTION AND DEVISING AN ACTION ITEM

Take a moment to reflect and come up with two action items you can do in the next month to help you maintain (or create) a healthier work -life balance.

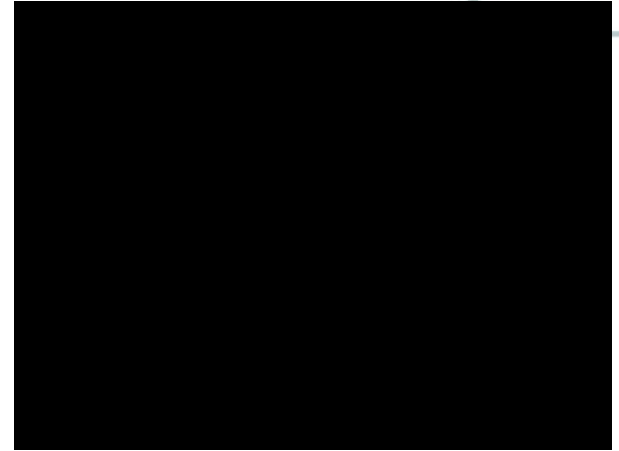


04. POLITICAL AND INSTITUTIONAL IMPACT OF QUIET QUITTING ON EMPLOYEES

- Political Impact / Personal Implications
- Institutional Impact
- Suggestions / Final Thoughts

Political Impact

- Quiet Quitting (from the TikTok video)
 - “Quitting the idea of going above and beyond at work”
 - “Your worth is not defined by your productive output”
 - Quiet Quitting → Quiet Firing?
- Personal Implications
 - How do you give when you have no more to give?
 - “Letting the team down”



Institutional Impact

- Library
 - Library type impacts how we approach our work
- Vocational Awe
 - Vocational Awe - Fobazi Ettarh (2018)
 - the notion that librarians, the library profession, and the institution of libraries as a whole is inherently good and therefore above reproach
- For the supervisors
 - Not every supervisor has decision-making authority
 - Especially compensation
 - Supervisory contribution to constraining or empowering employees

Some suggestions and final thoughts

- Employees
 - Find your work-life balance
 - Prioritize your health and safety
- Supervisors
 - Work on relationships with historically marginalized populations focusing on pay equity, promotion, and workload distribution
 - Spend meaningful time with staff



Contact us with questions!

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Stephen Sweeney:

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We would love to hear from you!





Scan this code
to access a
digital tote of
sources and
resources

THANK YOU

Please fill out our session evaluation

In the App:



On the Web:

