

**General Meeting of
UWOFA Librarians and Archivists**

Wednesday, January 14, 2009 12:00 – 2:00 pm
Council Chambers, UCC 315

Speaker: Peggy Ellis

President: Mike Carroll

1. Approval of the Agenda:

MOVED: C. Woods

THAT the agenda be approved. **CARRIED**

2. Minutes of July 9, 2008 General Meeting:

MOVED: C Daniel/L. Dunn

THAT the minutes of July 9, 2009 be approved. **CARRIED**

3. Business Arising: None

4. President's Report: M. Carroll

Carroll reported on the following:

- The University has a new President, Amit Chakma. His term begins July 1, 2009. Carroll has contacted Chakma and has requested a meeting with the UWOFA Board;
- UWOFA web site is up and running (www.uwofa.ca). Any comments or suggestions please forward them to uwofa@uwo.ca;
- During the CAUT Council meeting Carroll attended the CAUT Librarian Caucus Breakfast. The group discussed the CAUT advisory on Fair Dealing, how much a copyrighted work you can use without permission? That advisory has been posted to the UWOFA web site.
- Employer Systems Review: As a requirement of the Federal Contractor's Program Western has been tracking representation of the following four designated groups: women, disabilities, Aboriginal population and visible minorities in all employee groups. Western now has the data to know where the gaps exist. A team of professional consultants has been hired by Western to examine all documents, including Human Resources policies and Collective Agreements and all practices to identify barriers to representation of the designated groups and then to make recommendations for change. The consultants will be asking UWOFA to help recruit our Members for focus groups. The Workforce Analysis Summary Report can be found on the Equity and Human Rights web site;
- UWO Budget: Carroll explained that there has been a lot of talk regarding the UWO budget. Carroll provided information on the University's policy on investments and why there is a budget shortfall. In summary, over the last 10 years UWO has been investing sixty percent of the non endowed money it receives from all sources in the equity market. Historically this investment has made annually a ten percent return. This allowed the University to transfer ten to twenty million to the operating budget. This year the equity market collapsed and the eighteen million that was to be transferred to the operating budget is gone. Therefore there is an eighteen million dollar shortfall. The University expects a shortfall for at least another one maybe two more budget years. Most capital projects are continuing. The UWO budget issue will be discussed at the next (January 15, 2009) Board Meeting;
- The UWOFA Salary Committee dealing with the Librarians and Archivists bargaining unit needs at least one more member. Interested people should contact Vince Gray;
- Out of Country Travel Insurance: After the ratification of the 2002-2006 Faculty Collective Agreement, in which the coverage for out of country travel insurance changed from unlimited coverage to a limit of \$200,000 coverage, the faculty voted to pay for secondary coverage. The secondary coverage increases the limit from \$200,000 to 5 million. The cost of this secondary coverage, including PST is \$3.46 for family coverage and \$1.79 for single coverage. Don Heslinga,

UWOFA Professional Officer, contacted the company who provides the insurance, Expert Travel Financial Security (ETFS), and inquired if they would be willing to extend this coverage to the Librarians and Archivists bargaining unit. ETFS agreed to provide the Librarians and Archivists bargaining unit the same coverage. Carroll went on to explain that this is an all or nothing deal. If the Librarians and Archivists bargaining unit decides to go with the secondary coverage, all Members will pay for the coverage. Carroll asked the Membership how they wanted to proceed. Vince Gray agreed to add this question to the Salary Survey. If there is enough interest generated through the salary survey an electronic vote will be sent to the Membership.

5. Contract Committee: L. Dunn

Dunn explained that the Contract Committee is made up of Negotiating Team Members who are: Mike Dawes (Chief Negotiator), Ruth Wallace (Deputy Chief Negotiator), Bev Brereton, Linda Dunn, Vince Gray, Kim McPhee and Aniko Varpalotai, and other members who are: Courtney Waugh, Peggy Ellis, Marisa Mitchell and Kristin Hoffmann.

- L. Dunn explained that the UWOFA-LA Rollover Proposal was declined by the Administration. The Administration reason for declining the Rollover Proposal is that they did not see the advantages of amalgamated bargaining that UWOFA saw;
- The Contract Committee launched a survey during the summer of 2007 that asked Librarians and Archivists Members to indicate which article in the Collective Agreement they felt was not working and needed to be negotiated. The Committee looked at the results of the survey and past negotiating notes and information from resource people at UWOFA and determined which articles would be selected for negotiations. In early fall, 2007 groups were established to begin constructing goals for the selected articles.

6. Formation of a Strike Coordinating Committee: M. Carroll

Carroll explained that a Strike Coordinating Committee (SCC) is needed well in advance of any strike vote. Things need to be in place and the SCC will be responsible for organizing everything. Carroll asked for volunteers to serve on this committee. Marisa Mitchell, Denise Horoky and Walter Zimmerman volunteered to form the SCC. Carroll suggested that these three people meet, soon, and select a chair for the committee. Carroll will send the three people the CAUT Strike Manual and the information used by the SCC that was set up for the faculty negotiations in 2006.

7. New Business: None

8. Adjournment

The meeting adjourned at 12:55 pm.