

**General Meeting of
UWOFA Librarians and Archivists**

Monday, February 23, 2009 12:00 – 1:30 pm
Council Chambers, UCC 315

Speaker: Kristin Hoffmann

President: Mike Carroll

1. Approval of the Agenda:

MOVED: C. Daniel/J. Sadler

THAT the agenda be approved. **CARRIED**

2. Minutes of January 14, 2009 General Meeting:

MOVED: C. Woods/L. Dunn

THAT the minutes of January 14, 2009 be approved. **CARRIED**

3. Business Arising: None

4. President's Report: M. Carroll

Carroll reported on the following:

- There will be an electronic vote of the Librarians and Archivists bargaining unit on whether Members wish to pay the appropriate premium (\$1.79 for single coverage, \$3.46 for family coverage per month) to increase their out-of-country travel insurance. If the increase in coverage is approved by the Librarians and Archivists Membership, UWOFA will then approach the Administration;
- On January 20, 2009 members of the UWOFA Board met with UWO's new President, Amit Chakma;
- The Library system has been ordered to decrease their budget by 6% over the next two years.
- The Administration will be offering UWOSA and PMA members retirement incentives. Detailed information can be found on the Human Resources web site http://www.uwo.ca/humanresources/facultystaff/comp/pension_index.htm ;
- There has been a change in the interpretation of how the Faculty Dependents' Scholarship Plan will be taxed. The value of the scholarship will now be taxed in the hands of the dependent receiving the scholarship not in the hands of the employee. Human Resources will make the change on the employees 2008 T4 slip. They are also working on a template letter employees can use for the 2007 tax year. Also talking with lawyers about what is possible for earlier years;
- International Union of Operating Engineers - Local 772 have recently ratified their new Collective Agreement. It is a two year Agreement with salary increase of about 3.7% per year;

5. Contract Committee: L. Dunn

Dunn explained that the proposed contract goals presented in Exhibit II are presented for discussion only. The proposed contract goals will be presented for approval, by an electronic ballot, to the Librarians and Archivists bargaining unit. The following are the goals as presented at the meeting:

Goals of the proposed Alternative Workload article

1. To reduce the application time for an Alternative Workload.
2. To ensure that the University Librarian or Dean responds to all applications.
3. To ensure that a copy of the agreement is forwarded to the Association.
4. To extend the time for the University Librarian or Dean to propose an Alternative Workload.

Goals of the proposed Appointments article

1. To reduce the maximum probationary period.
2. To reduce the number of elected Members on the Appointments Committee.
3. To provide that the Committee appoint additional members for particular competitions.
4. To replace the job description in the Letter of Appointment with a description of the Member's Professional Practice Responsibilities.
5. To require the Employer to notify the Association of new appointees.

Goal of the proposed Association Rights article

1. To incorporate Letter of Understanding that provides for relief time for Chief Negotiator who is a Member of either Bargaining Unit.

Goal of the proposed Child and Family Care article

1. To align with the Faculty Collective Agreement and to add additional daycare spaces and priority registration for UWO camps and programs.

Goals of the proposed Conflict of Interest and Conflict of Commitment article

1. To align more closely with the Faculty Collective Agreement by adopting their language.
2. To provide a process for third party assertions of conflict of interest.
3. To set a deadline for decisions on conflict of interest.

Goal of the proposed Discrimination and Harassment article

1. To align with the Faculty Collective Agreement by specifying that Association assistance is available to Members when a prima facie case is not found to exist.

Goals of the proposed Income Security article

1. To allow for Members to apply for Compassionate Leave to the immediate supervisor who shall inform the University Librarian of his or her decision.
2. To include a response time for Compassionate Leave requests.
3. To include five (5) days of paid Compassionate Leave on the arrival of a foster child to the Member's guardianship.

Goal of the proposed Information article

1. To align with the faculty Collective Agreement by specifying additional information to be provided by the Employer to the Association.

Goal of the proposed Joint Committee article

1. To align with the Faculty Collective Agreement by incorporating the provision that Joint Committee receives advance notice of changes in computing and information technology.

Goal of the proposed Privacy article

1. To align the article with the Faculty Collective Agreement by incorporating the same provisions related to Members' files, University privacy policies, third party contractors, and electronic surveillance.

Goals of the proposed Reduced Responsibility article

1. To align the language with the Faculty Collective Agreement.
2. To further define Reduced Responsibility to not less than 50%.
3. To reduce the application time.

4. To provide for probationary Members to request an extension of probation.
5. To clarify the terms of a Reduced Responsibility agreement.
6. To ensure that a Member on Reduced Responsibility is eligible for Continuing Appointment.

Goals of the proposed Responsibilities of Members article

1. To clarify what committee participation constitutes Service.
2. To remove references to a job description.

Goal of the proposed Use of Facilities article

1. To align first sentence of clause 1 with the Faculty Collective Agreement (onus on Employer to notify Members).

Goals of the proposed Working Conditions article

1. To provide new Members with a Start Up Grant.
2. To provide Members with high speed internet access for remote access to the University's computer system and the Internet.
3. To provide each Member with a furnished office, a telephone and a computer, and upgrades as required to do required processing and transmitting of information.
4. To provide for subsidized priority parking spaces.
5. To provide Members with after hours access to libraries/building.

6. **New Business:** Dawes announced that there will be a presentation of a video, "What Negotiations are about", Thursday, February 26, 2009 from 1-2:30, Chemistry Building. Room 9.

7. Adjournment

The meeting adjourned at 1:00 pm.