

# **UWOFA-LA Goals For Collective Agreement 2009-20XX**

## **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 Annual Report and Review article**

1. To define the purpose of the Annual Review.
2. To clarify the content of the Annual Report.
3. To incorporate the Letter of Understanding provisions for Members on Leave or for Members with appointments of less than 3 months.
4. To establish an Annual Review Committee of Members to identify the criteria for assessing performance.
5. To establish a procedure for the Members to ratify and the Employer to approve the criteria.
6. To ensure that the criteria are provided to all Members before the submission of the Annual Report.
7. To provide that a Member may submit an addendum to his or her Annual Report describing any significant in-year changes to his or her Responsibilities and/or Workload.
8. To remove the Annual Review Meeting and the Annual Review Report.
9. To establish that the immediate supervisor assesses the Member's performance and recommends the categorization of performance (outstanding, very good, etc.) in each area of Responsibility, and sends a written Review to the Member and to the University Librarian or Dean.
10. To ensure that the Review is based on the Annual Report and the approved criteria.
11. To allow the Member to request a meeting with the immediate supervisor to discuss the Review.
12. To establish the process for acceptance of the immediate supervisor's Review by the University Librarian or Dean.
13. To provide that the Member or the University Librarian or Dean may request a meeting, at the end of the Review process, that the University Librarian or Dean shall provide a report of this meeting, and that the Member may respond to the report.
14. To require the Employer to provide the Association with details of the frequency and distribution of assessment scores.
15. To incorporate faculty collective agreement language governing the Employer's use of a Member's assessment.
16. To revise the deadlines for the Annual Report and Review process.
17. To ensure that decisions are communicated to Members in writing.

## **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 Compensation and Benefits article****Compensation**

1. To achieve across-the-board base salary increases for all members.
2. To increase floor salaries.
3. To explicitly tie floor salaries for Librarians and Archivists to comparable faculty floor salaries.
4. To establish and use comparators for salaries at Western.
5. To ensure that Employer pension contributions for Members are at least equal to contributions made under the Faculty Pension Plan.

**Benefits**

1. To obtain a Health Care Spending Account.
2. To obtain parity with faculty in Professional Expense Reimbursement.
3. To obtain parity with faculty in Dependent tuition scholarships.
4. To improve family care benefits: guaranteed spaces in Western day care (with faculty); child care benefit; other family care benefits such as elder care and ability to use sick leave to care for family members.
5. To guarantee that all librarian & archivist appointees receive start-up grants.
6. To increase stipends for Directors and Department Heads.
7. To obtain parity with faculty regarding Compassionate Leaves.
8. To obtain coverage for orthodontic work.
9. To improve carry over for Vacations.

**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 Education Assistance article**

1. To increase the amount of education assistance available to the Member.
2. To have the Employer pay the Member's tuition in advance.
3. To require the University Librarian or Dean to submit a written decision to the Member stating the reasons for not approving education assistance.
4. To ensure the University Librarian or Dean does not deny arbitrarily a Member's application for Education assistance.
5. To eliminate the definition of the term, "course".

**Goals of the proposed Education Leave article**

1. To increase salary for the duration of the leave.
2. To increase the limit for Member's income from all sources while on leave

**Goals of the proposed Exchange Leave article**

1. To obtain eligibility to apply for Exchange Leave for Probationary Members at the Assistant rank and above.
2. To obtain income security parity with faculty for Members who cannot complete an Exchange Leave due to illness or injury.
3. To enable Members to complete, at a later date, Exchange Leaves truncated due to illness or injury.

**Goals of the proposed Expense Reimbursement article**

1. To combine professional expense reimbursement and travel expense reimbursement into a single entity.
2. To increase the expense reimbursement amount.
3. To lower the threshold dollar amount for expenses that can be claimed at anytime of the year.

**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 Leave of Absence article**

1. To align with the Faculty Collective Agreement.

**Goals of the proposed Library Directors and Department Heads article**

1. To increase stipend minimums.
2. To ensure that the grandparented Members receive the stipend increase as a stipend.
3. To ensure that all Directors and Department Head positions remain.
4. To re-establish a Director who is a Member for Library Technical Services.
5. To ensure that the University Librarian shall inform all Members of the composition of the Selection Committee at least two weeks prior to the commencement of candidate interviews.
6. To ensure that all Members who were Library Directors or Department Heads as of the ratification date of the first Collective Agreement, July 1, 2006, and who continue in the same position to the present, shall hold an indefinite Term of Office in that position.

7. To ensure that all Members who were Library Directors or Department Heads as of the ratification date of the first Collective Agreement, July 1, 2006, and who continue in the same position to the present, shall be exempt from the review and renewal process specified in the Article Library Directors and Department Heads save for the option to end their Term of Office with nine months of written notice to the University Librarian.
8. To provide for the election of a Librarian or Archivist Alternate for each Selection Committee.
9. To establish Selection Committee quorum at four, at least two of whom shall be Members.
10. To ensure that the Provost receive the Selection Committee's recommendation that a position be advertised internally or externally.
11. To ensure the scope of decision-making authority is clearly defined in a Memorandum of Understanding for Acting Director and Acting Head appointees.

#### **Goals of the proposed Official File article**

1. To allow for any addenda to the Annual Report to be added to the Official File.
2. To clarify the Annual Review documents to be included in the Official File.
3. To require the University Librarian or Dean to submit a written decision to the Member stating the reasons for not removing impugned material from the Official File.

#### **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 Professional Leave article**

1. To augment accrual of eligibility for Academic Activity Leave.
2. To reduce years of continuous service requirement for eligibility to apply for Academic Activity Leave.
3. To increase maximum length of Academic Activity Leave.
4. To increase salary during Professional Leaves.

#### **Goals of the proposed Promotion and Continuing Appointment article**

1. To clarify that the alternate replaces a committee member who must withdraw due to a conflict of interest.
2. To provide for filling a vacancy on the P&CA Committee.
3. To ensure that Members who may not be present at all Committee meetings are not excluded from voting on a File.
4. To remove references to a job description.
5. To allow members of the Committee sufficient time to review P&CA files.

#### **Goals of the proposed Reassignment article**

1. To have retraining qualifications that must be met by a Member formally stated.
2. To establish procedures to determine if a Member has met retraining qualifications.
3. To place the onus on the Employer to prove that retraining qualifications have not been met by a Member.
4. To establish time lines for notice from the Employer that retraining qualifications have not been met by a Member.
5. To take any grievance arising out of a dispute over achievement of retraining qualifications directly to Step 2 of the Formal Grievance Process.

6. To decrease the reduction in severance paid if retraining qualifications are not met.
7. To increase the amount paid to a Member in lieu of notice.
8. To ensure that the severance payment is based on salary on last day of employment.
9. To insert a cross-reference to the Privacy article ensuring that severed Members know how their personal information is protected and accessible.
10. To protect Retirement rights of severed Members.
11. To allow for phased retirement.

#### **Goals of the proposed Reduced Responsibility article**

1. To align the language with the Faculty Collective Agreement.
2. To reduce the application time.
3. To provide for probationary Members to request an extension of probation.
4. To clarify the terms of a Reduced Responsibility agreement.
5. To ensure that a Member on Reduced Responsibility is eligible for Continuing Appointment.

#### **Goals of the proposed Responsibilities of Members article**

1. To incorporate faculty language for the dissemination of the results of Academic Activity.
2. To clarify what committee participation constitutes Service.
3. To remove references to a job description.

#### **Retirement and Resignation article**

1. To eliminate mandatory retirement.
2. To reduce the notice period the Member is required to give of the intention to retire.
3. To permit phased retirement.

#### **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 Vacations and Holidays article**

1. To increase the number of paid vacation days.
2. To increase the carry-forward allotment of accrued vacation days.

#### **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.

#### **Goals of the proposed Workload article**

1. To remove the requirement that Members shall participate in Western Libraries "planning activities".
2. To set quorum for the Libraries Workload Committee.
3. To make provision for filling a Member vacancy on the Libraries Workload Committee.
4. To require the Libraries Workload Committee to solicit and consider feedback on the draft Libraries Workload Report.

5. To require the University Librarian or Dean to notify the Unit of the acceptance or non-acceptance of their Unit Workload Plan or revised Plan.
6. To require the University Librarian or Dean to send copies of each Unit Workload Plan to the appropriate supervisors and to the Association.
7. To provide that significant in-year changes in a Member's Workload may be added as an addendum to the Annual Report.
8. To remove references to a job description.