

**General Meeting of
UWOFA Librarians & Archivists**

Tuesday, 8 August 2006,
12:30-1:30 pm
Room 2355, Somerville House

Speaker: Peggy Ellis

Vice-President: Abhijit Gopal

The Speaker called the meeting to order at 12:35 pm. Attendance was according to the Nominal Roll.

2. **Approval of the Agenda:**

MOVED: Ryan/V. Gray

That the agenda be approved as presented. **CARRIED**

3. **Minutes of December 6, 2005 General Meeting**

MOVED: Wass/V. Gray

That the minutes of the General Meeting of December 6, 2005 be approved. **CARRIED**

4. **Announcements:** None

5. **Report of the Negotiating Team: (Mike Dawes)**

There have been many meetings over the past months between the Administration and the UWOFA-LA team in order that 7 major articles which define our jobs could be signed-off in the interim; they are Academic Freedom, Appointments, Annual Report and Review, Promotion, Workload, Responsibilities and Reassignment.

It was agreed that there are 8 articles in common with UWOFA's current Collective Agreement: Association Dues, Grievance and Arbitration, Health and Safety, Institutional Performance Indicators, Liability Insurance, Management Responsibilities, Intellectual Property, Pregnancy, Parental and Adoption leaves.

The current situation after 66 meetings is that 5 articles are still outstanding: Compensation and Benefits, Research Leave, Working Conditions, Income Security, Retirement. The two main articles still being discussed are Compensation and Benefits, and Research Leave. The Administration's proposals are not acceptable to the Negotiating Team. Performance-linked career progress fund or merit pay is a major issue that needs further debate. Co-payment of benefits including dental and prescription drugs is likely to continue, as the Administration is unwilling to move on this issue.

Progress has been made with vacation time, providing 22 day per year after two years of service, 2.25 days per month earned after 19 years of service with a maximum of 30 days earned after 28 years.

Four librarian ranks and their floor and ceiling salaries have been proposed – General, Assistant, Associate and Senior. Post retirement benefits have been proposed after 10 years of service compared to the present 5 years.

6. **New Business:** None

7. **Adjournment:**

MOVED: Mills/Horoky

That the meeting adjourn. **CARRIED**

The meeting adjourned at 1:05 pm.