

October 22, 2009

Dear James,

The CAUT Librarians Committee pledges its solidarity to the librarians and archivists at the University of Western Ontario. We will mobilize national and international support for your campaign to achieve a fair and just collective agreement.

The issues confronting your members, including the right to fair pay and to fair, transparent and equitable job performance standards confront academic staff across the country. Your struggle is therefore our struggle and we will stand with you.

Please know your situation will be addressed at the upcoming CAUT Librarians Conference.

In solidarity,

Francesca Holyoke, Chair, CAUT Librarians Committee
on behalf of committee members

Chris Adams (Saskatchewan)
Margaret Law (Alberta)
Betty Jeffery (PEI)
Suzanne O'Neill (Fanshawe)
Meg Raven (MSVU)
Michael Skelton (WLU)
Sam Trosow (UWO)

King's University College Faculty Association
266 Epworth Ave.
London ON N6A 2M3

Dr. Regna Darnell
President, UWO Faculty Association
1201 Western Road
Elborn College, Room 2120
London, ON N6G 1H1

Thursday, October 22, 2009

Dear Dr. Darnell:

I am writing on behalf of the King's University College Faculty Association to express our support for Western's professional librarians and archivists in their ongoing contract negotiations with the University's administration. We recognize and applaud the work of the University's librarians and archivists in building, sustaining, and constantly improving a library system whose excellence is widely acknowledged and upon which the entire university community – including affiliated colleges such as King's – depends. We wish the UWOFA success in its aim of securing a fair and equitable contract for these highly valued professionals.

Sincerely,

Dr. Brian Patton
Chair, KUCFA

October 22, 2009

Dear Sisters and Brothers,

On behalf of the London and District Labour Council, I extend a message of solidarity to the Research and Instructional Services librarians. At our October general meeting, there were various expressions of support made by delegates from across affiliates

In these times of widespread attacks on labour rights and employers' attempts to roll back the gains fought for and won by unions over decades, it is essential that we stand together collectively to defend those rights.

We would like to take this opportunity to recognize and thank you for your presence on the BCTGM picketline last spring. Our BCTGM Sisters and Brothers were clear that the union solidarity on the picketline and the substantial demonstration of broad union support at the June rally were significant factors in a relatively positive outcome for the union local.

Please keep us informed about the ongoing situation with the library workers.

In Solidarity,

Patti Dalton
President, LDLC

Dr. Amit Chakma, President
University of Western Ontario
FAX 519-661-3139

October 23, 2009

Dear Dr. Chakma:

The members of the University of Western Ontario Faculty Association have the full support of the Ontario Confederation of University Faculty Associations in their contract negotiations with management.

Their bargaining position is in alignment with collective agreements that have been reached successfully and without work disruption at other OCUFA-member Ontario universities, and we see no reason whatsoever for management's tactics of delay and surprise. A collective agreement that is reasonable and fair to both parties would be more readily achieved if administration negotiators came to the table with the intent of negotiating in a fashion more transparent and more flexible than they have yet exhibited.

There is no reason at all why librarians and archivists at Western should not be paid as much as at other universities or why they should not have fair, transparent, and equitable standards of job performance. The job-security model for librarians and archivists at Western is nothing less than a revolving door, hardly the basis for maintaining a world-class library system, which depends not only on the skill of professionals but also on their commitment.

The deadline in the talks approaches. Faculty association negotiators are committed to achieving a fair and decent settlement without disruption. Should administration tactics prove to make that impossible, OCUFA as an organization and OCUFA-member faculty associations, which represent more than 15,000 faculty, academic librarians, and archivists across the province, will support University of Western Ontario Faculty Association members to the utmost of our energy and experience.

Yours truly,

Mark Langer, President, Ontario Confederation of University Faculty Associations

cc Regna Darnell, President, University of Western Ontario Faculty Association

October 27, 2009

Dear Amit Chakma,

I am writing to urge the UWO administration to settle the pending wage and workplace dispute with Western's librarians and archivists. These jobs are essential to the smooth functioning of the university, and those performing this valued and important work should be remunerated on par with other schools.

Part of the process of ensuring high quality of work to enable Western to retain its stellar reputation as a university with one of this country's best academic libraries is for the administration to agree to fair, transparent, and equitable standards of performance. These actions, the provision of competitive salaries and transparency of rules and regulations regarding intra-library transfers of position (as but one example), would greatly enhance workplace relations on campus, benefiting staff and students alike.

It is my hope that the university will bargain in good faith, and resolve these outstanding issues in a timely manner.

Sincerely,

Dr. Jennifer Evans
Associate Professor of History, Carleton University

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Jennifer V. Evans
Department of History
Carleton University
1125 Colonel By Drive
Ottawa, ON K1S 5B6
Tel: 613.520.2600 x 2848
Fax: 613.520.2819
<http://www.carleton.ca/~jevans>



The University of Western Ontario

Staff Association

An Independent Union Representing Administrative and Technical Staff

October 26, 2009

Dr. Amit Chakma, President
University of Western Ontario
By fax: 519-661-3139

Dear Dr. Chakma:

I write to express the support of the Staff Association and its members for the Librarians and Archivists, who are now engaged in bargaining with the UWO. We at Western enjoy a world-class library system – one which the Globe & Mail calls the best academic library in Canada – and it is a credit to the individuals with whom you now bargain that this is so. Faculty and students depend on professional work by librarians and archivists to support teaching, learning and research. Staff also rely on their leadership and dedication within the library system and without, and their work is of value to the larger community.

The goals of the librarians and archivists are not unreasonable. They ask for fair and competitive wages (they are currently the lowest paid in Canada); for fair, transparent and equitable standards of job performance; and for job security (meaning no arbitrary reassignment). Not only are these goals manifestly just and reasonable, but they are also shared by all working people.

I urge you to instruct the UWO's bargaining team to respond to these goals in a meaningful and equitable way. The Western community values the librarians and archivists and we want them to be treated fairly. They have the full support of UWOSA and our members, and we will assist them in any and every way we can.

Regards,

A handwritten signature in blue ink, appearing to read 'David Empey'.

David Empey
President

cc: Regna Darnell, President, University of Western Ontario Faculty Association

October 26, 2009

Thank you for the update.

I note the repeated use of the word "disruption" in your correspondence. You might consider using the word "withdrawal," instead -- or even "interruption." "Labour disruption," as I'm sure you can appreciate, is very loaded terminology and seems to imply that the problem is with labour -- and not with management.

Of course, I trust that it's not your intention to vilify the workers and their union. Indeed, we all know that "it takes two to tango." I therefore urge management to treat the workers with respect and dignity, and to work steadfastly towards resolution. These workers deserve better.

Sincerely,

Rick Telfer, MA
President
sogs.president@uwo.ca

Society of Graduate Students (SOGS)
University Community Centre, Room 260
The University of Western Ontario
London, Ontario, Canada N6A 3K7

Tel: 519-661-3394 (campus ext.: 83394)
Fax: 519-661-3374
<http://www.uwo.ca/sogs>

SOGS is Local 47 of the Canadian Federation of Students.

October 26, 2009

Hello Students and Faculty of the Centre for the Study of Theory and Criticism,

This week Western's Librarians and Archivists (represented by The University of Western Ontario Faculty Association) are holding information pickets in front of the libraries. As of today, the UWO and the Faculty Association are started another round of negotiations and mediation. A quick summary of their issues are (taken from their literature, and discussions with the librarians and archivists at the information pickets):

a) That they are the lowest paid university librarians in Canada. Out of the 113 groups university librarians in North America, Western ranks 91st. According to the *Globe & Mail*, the Western librarians are the best academic library staff in Canada (for two years in a row). Why does the top-rated academic library in Canada have the lowest paid librarians and archivists? How are we going to attract top library professionals to work at Western?

b) They are also fighting over how the librarians and archivists are being assessed in their job performance. UWO does not want to include language that determines how the librarians and archivists are judge in the new contract. They would like to see a fair, transparent and equitable standards of job performance included in the new contract.

c) The librarians and archivists want to see different re-assignment language in the contract. The offer presented to them uses a modular approach, that allows the university to move librarians from department to department. This ignores these workers expertise in certain fields: for example moving a history librarian into the physics position. This will reduce the effectiveness of the librarians and archivists to help with research and the up keep of the archives. This could be damaging to the library's collections, as well as be detrimental to their effectiveness in assisting with research and education.

Please take the time to email President Amit Chakma (achakma@uwo.ca) to request that the UWO negotiates fairly with the Librarians and Archivists: specifically in relation to the three issues outlined above.

Cheers,

Brendan Bruce

MA II in The Centre for the Study of Theory and Criticism (CSTC)

Delegate of the Industrial Workers of the World (IWW)

28 October 2009

Dr. Regna Darnell
President, UWO Faculty Association
1201 Western Road
Elborn College, Room 2120
London, ON N6G 1H1

Dear Dr. Darnell,

After consulting with the members of the Huron University College Faculty Association I am pleased to report that our association offers its full support for the librarians and archivists at Western in their current contract negotiations. Faculty and students at Huron have long appreciated the excellent work carried out by Western librarians and archivists, and our association hopes that these valued employees will be successful in achieving a fair and reasonable settlement with the university administration.

Sincerely,

Dr. David Blair
President
Huron University College Faculty Association

From: [Fred Moroz](#)

To: achakma@uwo.ca

Sent: Friday, October 30, 2009 12:16 PM

Subject: Labour negotiations.

Your treatment of Librarians and Archivists is contrary to all that is fair and equitable in the realm of labour management relations. I would expect a higher moral ground from an Academic institution, especially with regards to such an important group that is responsible for the huge volume of information at UWO. I never hear of the football program cutting costs. Are you a centre for high academic, moral and philosophical pursuits, or a gym club?

Fred W. Moroz
Executive- London and District
Labour Council
Chair- Political Action
Ontario SecondarySchool
Teachers Federation

From: **Cossar-Jones, Cindy** <CCOSSAR@london.ca>

Date: 2009/10/30

Subject: RE: Librarians at Western

To: Robert Dunn <robertdunn@primus.ca>, djheap@uwo.ca, Alison Braley <abraley@uwo.ca>

I echo the sentiments of Robert. Members of CUPE Local 101 representing the inside workers of City Hall will be glad to send the email.

If there is a need for us to attend info pickets please advise.
Good luck!

We are behind you.

Cindy

Cindy Cossar-Jones
President CUPE Local 101
195 Dufferin Ave., Suite 780
London, Ontario
N6A 1K7
(519) 432-6695
fax # (519) 432-5769
ccossar@london.ca

From: Robert Dunn [mailto:robertdunn@primus.ca]
Sent: Fri 30/10/2009 7:08 AM
To: djheap@uwo.ca; 'Alison Braley'
Subject: RE: Librarians at Western

Thank you for the update and suggestion for your current situation up at Western. We at CEP 247 will be glad to help out and will be sending this Email Template during the 12noon to 3pm window.

Please keep us posted and if you need a physical presence on their doorstep, we would be glad to join you.

In Solidarity,

Robert Dunn
Public Relations / Ontario
AIL Canada / CEP local 247
Office: 519-649-6661
Cell: 226-373-2755

"Wisdom is good to have.... Practising what you preach is the real achievement"

From: **Marie-France Arismendi** <arisblou@hotmail.com>
Date: 2009/10/30
Subject: We support the Librarians and Archivists at Western
To: achakma@uwo.ca

Dear Mr. Chakma,

Western's Librarians and Archivists deserve a fair and equitable collective agreement. I urge you to make this a reality by recognizing their professional work, expertise and commitment. They deserve better job security, clear and transparent job evaluations and better pay. The Globe and Mail ranks Western's librarians and archivists tops among Canadian universities, yet they remain the worst paid academic librarians and archivists in the country. You can help change that.

Sincerely,
Marie-France Arismendi
Latin American-Canadian Solidarity Association (LACASA)
lacasa_london@yahoo.ca

THE UNIVERSITY OF WINNIPEG FACULTY ASSOCIATION

October 30, 2009

Dr. Regna Darnell
President, UWO Faculty Association
1201 Western Road
Elborn College, Room 2120
London, ON N6G 1H1

Dear Dr. Darnell,

I am writing on behalf of the University of Winnipeg Faculty Association to express our support for the Librarians and Archivists at the University of Western Ontario during their difficult contract negotiations with the University administration. The work of librarians and archivists is vital to the work of both faculty and students in support of teaching, learning and research. Western's librarians and archivists - skilled and committed professionals - have successfully built one of the best academic libraries in Canada.

The issues that face your members – the right to fair pay, to fair and transparent job performance standards and to job security – are issues that face academic staff across the country. It is essential that we stand together collectively to defend those rights.

We wish the UWO Faculty Association success in securing a fair and equitable contract for its members.

In Solidarity,

Dr. Kristine Hansen
President
University of Winnipeg Faculty Association

THE UNIVERSITY OF WINNIPEG FACULTY ASSOCIATION

October 30, 2009

Dr. Amit Chakma
President, University of Western Ontario
Room 120A, Natural Sciences Centre
London, Ontario N6A 5B9

Dear Dr. Chakma,

I am writing on behalf of the University of Winnipeg Faculty Association to express our support for the Faculty Association and the Librarians and Archivists at the University of Western Ontario during their contract negotiations with the University. The work of librarians and archivists is vital to the work of both faculty and students in support of teaching, learning and research. Western's librarians and archivists - skilled and committed professionals - have successfully built one of the best academic libraries in Canada.

The goals of the Librarians and Archivists at UWO are not unreasonable. They are looking for fair and competitive wages; fair and equitable standards of job performance; and for job security. The UWO Librarians and Archivists are among the lowest paid in Canada, despite all they have done to improve the library system at UWO.

I urge you to instruct your bargaining team to respond to these goals in a meaningful and equitable way.

Sincerely,

Dr. Kristine Hansen
President
University of Winnipeg Faculty Association

October 26, 2009

The participants of the 2009 CAUT Librarians Conference extend their solidarity to the librarians and archivists at the University of Western.

The employer's attempt to de-professionalize the librarians and archivists at the University of Western Ontario is an assault on the teaching and research activity that defines the university community. We call on the employer to commence serious and good faith negotiations to resolve disputes currently on the table and to restore to librarians and archivists appropriate and meaningful terms and conditions of employment.

John Sadler
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