

General Meeting
 Friday, October 23, 2009 11:30 noon – 1:30 pm
 Room 0153, Biological & Geological Sciences

Speaker: Jeffrey Stokes

President: Regna Darnell

Prior to the meeting being called to order a Representative from the United Way spoke to the meeting about their fund raising goals.

The Speaker called the meeting to order at 11:45 a.m. Attendance was according to the Nominal Roll. The Speaker reminded attendees that only members of the Faculty Association were permitted to vote on motions.

1. Approval of the Agenda:

MOVED: P. Handford/G. Smith

THAT the Agenda be approved.. **CARRIED**

2. Minutes of the General Meeting of 23 April 2009

The minutes were declared correct as circulated.

3. Business Arising: None

4. President's Report: R. Darnell

R. Darnell reported that the Librarians and Archivists will be in a legal strike position as of 12:01 am, October 31, 2009. UWOFA has been receiving letters of support from CAUT, OCUFA, London and District Labour Council, other Faculty Associations and other unions on campus. R. Darnell explained that if the Librarians and Archivists are forced to go on strike Faculty Member support will be very important. Communications from UWOFA will be sent to Faculty Members on how they can support the Librarians and Archivists.

5. Treasurer's Report: H. Sendov

a) Revised UWOFA Budget (2009-2010): H. Sendov explained that the revised budget (EXHIBIT II) will correct two errors in UWOFA's 2009-2010 annual budget (approved at the April 23, 2009 Annual General Meeting):

- 1) an adding error was discovered with the revenue portion of the budget. The Interest Income from the Collective Bargaining and Grievance Fund (\$16,499), although shown as part of the budget was not added to Total Revenues;
- 2) the \$6000 donation to the A. Heinicke Service Award (approved at the October 16, 2008, Board Meeting) was not included on the expense portion of the Budget.

To offset these two errors \$10,449 will be added to the Transfer to Collective Bargaining and Grievance Fund and \$6000 will be added to the A. Heinicke Service Award Expense Account.

MOVED: H. Sendov/G. Smith

THAT UWOFA Membership approve the revised UWOFA Budget for May 1, 2009 to April 30, 2010.

CARRIED

b) Income Statement as of September 30, 2009 (EXHIBIT III):

H. Sendov reviewed the income statement. H. Sendov explained that due to UWOFA's increased mil rate (Approved at the April 23, 2009 Annual General Meeting) UWOFA will experience an increase in revenues. Excess revenues will be transferred to the Collective Bargaining and Grievance Fund.

- c) Audited Financial Statements for 2008-2009 (EXHIBIT IV)

MOVED: H. Sendov/T. Sicular

THAT the Membership receive the audited financial statements for 2008-2009. **CARRIED**

6. Librarians and Archivists Negotiations: A. Varpalotai (Chief Negotiator) and L. Dunn (Deputy Chief Negotiator)

A. Varpalotai provided a summary of the negotiations to date:

- A total of 29 Articles were opened for negotiation, and UWOFA-LA proposed two new Articles (Child and Family Care; Nominations and Elections);
- On August 19, 2009 UWOFA-LA filed for Conciliation and on September 28, 2009 the UWOFA-LA Membership voted in favour of a strike;
- UWOFA-LA presented all of their counter-proposals to both the Administration and the Conciliator prior to the meeting on October 9, 2009 in the hope that the meeting time would be spent on serious discussion of the counter-proposals;
- At the October 6, 2009 Board Meeting the UWOFA Board approved a motion that gave a mandate to the UWOFA-LA negotiating team to file a “no-board” report if necessary;
- On October 9, 2009 the UWOFA-LA negotiating team filed a “no-board” report;
- The UWOFA-LA Membership will be in a legal strike/lock-out position as of 12:01am October 31, 2009.

A. Varpalotai provided a list of the outstanding contentious issues. One of the issues was from the UWOFA-LA proposed Child Care article. The article requested that the UWOFA-LA membership be provided five priority spaces at the on-Campus day care facility. The Employer refused to consider this proposal but did agree to consider providing the five priority spaces from the fifty priority spaces provided to Faculty.

The Board discussed the Employer’s proposal and unanimously approved the following motion:

“THAT the Board authorize the Negotiating Team to accept the Child Care article as currently proposed, with the UWOFA-LA membership being provided five priority spaces from the fifty spaces provided to the Faculty.”

7. Discussion: Faculty support of the Librarians and Archivists strike: A. Varpalotai

A. Varpalotai asked R. Darnell to read the four motions that were unanimously approved at today’s (October 23, 2009) Board Meeting:

- THAT the UWOFA Board authorize the UWOFA-LA Negotiating Team to set a strike deadline of November 2, 2009.
- THAT the UWOFA Board authorize the UWOFA-LA Strike Committee to draft a strike picket schedule that includes a minimum 20-hour work week in order for members to receive strike pay.
- THAT the UWOFA Board authorize the UWOFA-LA Strike Committee to purchase the necessary supplies (port-o-potties; picket signs, etc) required for strike action.
- THAT the UWOFA Board authorizes the relocation of the UWOFA office and staff to the strike headquarters.

A. Varpalotai explained that the Negotiating Team would be very happy to come up with an agreement before the November 2, 2009 strike deadline.

MOVED: J. Davies/K. Fraser

THAT this meeting votes full confidence in and support for the Librarians and Archivists negotiating team. **CARRIED Unanimously**

M. Mitchell, Chair Strike Services Committee provided an update on what the Strike Services Committee has organized in the event of a strike. M. Mitchell explained that faculty members can be very helpful by providing picket support when they are not teaching.

8. Committee Reports:

a) Grievance Committee: T. Hooks (Grievance Officer)

The Grievance Committee is currently handling twenty-two outstanding grievance cases. Six of these grievance cases will be going to arbitration. There is currently an outstanding Librarians and Archivists group grievance that has been put into abeyance with the hope that it will be resolved at the negotiating table.

T. Hooks provided a brief summary of some of the cases that will be going to arbitration.

b) Faculty Contract Committee: K. Fraser

The Faculty Contract Committee has been meeting on Fridays since September 11, 2009. There are three significant clusters of Articles for which the committee has begun to draft negotiating goals:

- Copyright, Implications of Technology, Intellectual Property, Privacy, Distance Education;
- Academic Fraud, Academic Freedom, Conflict of Interest and Conflict of Commitment, Discipline, Discrimination, Emergency Suspension, Employment Equity, Grievance and Arbitration;
- Articles with implications for Contract Faculty, including Appointments, Academic Responsibilities of Members.

Independent of the Contract Committee, the Salary and Benefits Committees are also working on preparing negotiating goals.

Once the goals have been drafted, they will be sent to the UWOFA Board for approval. Once approved, the goals will then be sent to the Membership by electronic ballot for approval. Following approval, the goals will return to the Negotiating Team which will then turn the goals into contract language.

c) Joint Committee: A. Varpalotai

UWOFA representatives: James Compton, Aniko Varpalotai (co-chair), Don Heslinga (resource), Tess Hooks (observer/alternate, ex-officio as Grievance Chair), Mike Dawes (on leave). Employer representatives: Michele Parkin, Louise Mulligan and Bob Wood.

A. Varpalotai provided an update on the issues before the Joint Committee.

The meeting adjourned at 1:15 pm.