

**Minutes of the UWOFA Librarians & Archivists  
General Meeting**

Wednesday, August 31, 2011  
12:00 -1:30 pm  
Social Science Centre, room 2020

Speaker: Kristin Hoffmann

President: Bryce Traister

**1. Approval of the Agenda:**

**MOVED:** B. Brereton/J. Sadler  
THAT the agenda be approved. **CARRIED**

**2. Minutes of July 5, 2011 General Meeting:**

**MOVED:** F. Gray/M. Fazekas  
THAT the minutes of July 5, 2011, be approved. **CARRIED**

**3. Business Arising:** None

**4. Strike Action Committee (SAC) Report:** *M. Harrington (co-Chair)*

M. Harrington provided the following report:

- Current membership of the SAC: Lise Doucette (Services/Facilities); Bruce Fyfe (Picketing); Marni Harrington (co-Chair), Albert Katz (co-Chair), Nicole Nolan (Communications);
- The SAC thanked the UWOFA staff (Jane Laforge and Micki Izzard) for their contributions to the work of the SAC. The SAC also thanked the UWOFA Communications Committee;
- An email address has been set up, [uwofala.strike@gmail.com](mailto:uwofala.strike@gmail.com). In the event of a strike this email address will be used to communicate to Members;
- Strike headquarters (530 Oxford Street West, London) has opened and phone lines are operational;
- Information Pickets will be set up over the Labour Day weekend. One hour time commitment is all that is required;
- Message from Bryce Traister to the UWOFA Members will go out on Friday, September 2, 2011;
- Strike Protocol meeting with the Employer is scheduled for September 1, 2011;
- A Strike FAQ will follow shortly thereafter;
- If necessary, the strike would begin on Thursday, September 8, 2011 at 7:00 am;
- Picket schedules will be distributed by the end of the day, Tuesday, September 6, 2011;
- Check the UWOFA website for updates but be ready for your picket shift on Thursday morning regardless;
- Drive to strike headquarters where shuttle vans will transport picketers to campus;
- Flying Picketers from other Faculty Associations are scheduled to arrive on Friday, September 9, 2011, to join the UWOFA Librarians and Archivists on the picket lines.

**MOVED:** D. Sich/V. Gray

THAT the Membership express its gratitude to the Strike Action Committee for its continued excellent work.  
**CARRIED Unanimously**

**5. Chief Negotiator's Report:** A. Varpalotai

A. Varpalotai presented the following overview:

- Formal negotiating sessions were held on August 15, 16 and 18, 2011;
- UWOFA requested the Conciliator file a 'No Board' report on August 22, 2011. As of this date the Conciliator moved from the role of conciliator to a mediator;
- Two negotiating dates have been set for September 6 and 7, 2011;
- UWOFA presented a 'without prejudice' package on August 16, 2011, indicating that UWOFA was prepared to sign off on eleven articles. Core articles remain on the table, some in progress (Appointments, Promotion and Continuing Appointment, Annual Report and Review, Workload, Vacations and Holidays), and some with no negotiated changes (Letter of Understanding - Directors & Department Heads, Letter of Understanding – Unified Negotiations, Duration and Compensation and Benefits);
- At this point the Negotiating Team feels that we are nowhere close to an Agreement;

A. Bigelow presented an overview on financial matters:

- Current gap between Western's Librarians and Archivists and their colleagues at other Canadian academic research libraries is 20%;
- UWOFA's Compensation proposal will decrease the gap to 11% (assuming scale increase of 2% at other Universities). The Employer's proposal will increase the gap to 23% over the next four years.

Each Negotiating Team member provided their own perspective on the progress of negotiations.

**MOVED:** K. McPhee/P. Ellis

THAT the UWOFA-LA Membership expressed their continued support of the negotiating team for its excellent work. **CARRIED Unanimously**

**6. New Business:**

Reminder: UWOFA-LA General Meeting, Wednesday, 7 September, 2011, from 4 – 6 pm, Social Science Centre, Room 2024

**7. Adjournment**

**MOVED:** P. Ellis/C. Martin

THAT the meeting be adjourned at 1:40 pm.