



UWOFA Meeting of Librarians & Archivists Bargaining Unit Members

Monday, April 1, 2019
1:00 to 3:00 pm
3028, Social Science Centre
(lunch will be available)

A G E N D A

Call to order and land acknowledgement statement.

1. Approval of the Agenda
2. Introduction of New Members: *D. Belliveau*
3. Approval of Minutes of the Meeting of Librarians & Archivists Bargaining Unit Members of April 26, 2017 **EXHIBIT I**
4. Update on Negotiation Process: *J. Weststar*
5. Presentation of Negotiation Goals: *J. Weststar and K. Hoffmann* **EXHIBIT II**

Motion: THAT the following motion be decided by a mail ballot (online vote) of the members of the Librarians and Archivists bargaining unit:
THAT the negotiation goals presented in Exhibit II are approved.
6. Adjournment

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

Wednesday, April 26, 2017
12:00 pm – 1:30 pm
Weldon Library, Room 258

Speaker: Peggy Ellis

President: Ann Bigelow

The Speaker called the meeting to order at 12:03 p.m. Attendance was according to the Nominal Roll. The Speaker reminded attendees that only UWOFA-LA members were permitted to vote on motions.

1. Approval of the Agenda:

MOVED: K. McPhee/J. Costella
THAT the agenda be approved. **CARRIED**

2. Minutes of October 9, 2015 General Meeting:

MOVED: F. Gray/J. Sadler
THAT the minutes of October 9, 2015 General Meeting be approved.

S. Pitel asked that the title Justice be removed from item four (President's Report) as Stephen Goudge is a former Justice from the Ontario Court of Appeal and it is inappropriate to refer to a former Justice by the title Justice.

The minutes were approved as corrected.

3. Business Arising: None

4. President's Report: *A. Bigelow*

The President reported the following:

Librarians and Archivists observer on Senate: J. Sadler has been serving as the UWOFA-LA observer on Senate.

Dependents' Tuition Scholarship Plan: In August 2016, the Dependents' Tuition Scholarship Plan was increased from \$4,800 to \$4,900.

Annual General Meeting: At the upcoming May 2, 2017, Annual General Meeting, UWOFA will be presenting awards to several members. M. Ratcliffe will be presented with the The Allan Heinicke Memorial Service Award and M. Harrington will be presented with the CAUT Dedicated Service Award.

Scholars at Risk Program: UWOFA donated \$10,000 to the Scholars at Risk Program at Western University. The Association has two more donations of \$10,000 each. The total amount UWOFA will donate is \$30,000. S. Pitel will be replacing K. Hoffmann as UWOFA's representative on the Scholars at Risk Committee.

CAUT labour dispute: A new Collective Agreement for CAUT staff will be presented for ratification at the CAUT Council meeting May 4-8, 2017.

Faculty Representatives Council: UWOFA has been working on developing the Faculty Representatives Council. A. Bigelow along with V. Brown (Communications Officer) and C. Cossar-Jones (Professional Officer) have met with small groups of Representatives across campus to discuss expectations about their job. A system has been developed to provide information to Representatives that can be presented at faculty council meetings.

Faculty Negotiation Team: The Association is in the process of ratifying the faculty Negotiating Team. Members of the team are J. Tennant (Chief Negotiator), A. Bigelow, C. Cossar Jones, K. Hoffman, J. Johnston, S. Lupker, B. MacDougall-Shackleton, W. Steele and J. Weststar (Deputy Chief Negotiator).

2017-2018 Board of Directors: A. Bigelow thanked three Board of Directors members who will be leaving the Board: K. Hoffmann, M. Stahl and B. Dodson. K. Hoffmann is finishing her three years on the Board of Directors as Vice-President, President and Past-President. UWOFA's incoming President is S. Pitel, the incoming Vice President is Dan Belliveau and A. Bigelow will be the Past-President. H. Perinpanayagam will continue as Secretary and M. Loveland as Treasurer. S. Hendriks and J. Costella are the Librarian and Archivists members of the Board of Directors. A. Bigelow reviewed slides listing other 2017-2018 Board of Directors members.

Events: UWOFA participated in two events this year: A Solidarity Lunch on March 10, 2017 (sponsored by OCUFA), and the London March for Science on April 22, 2017. Over 100 members from across campus attended the Solidarity Lunch which featured a comedian. This past weekend, the Association participated in the London version of the March for Science.

Website: Some members spent time in the fall with V. Brown helping the Association identify issues with its current website. A decision was made to create a new website and after receiving quotes from three companies, Ellipsis Digital was selected to develop the new website. The website working group composed of A. Bigelow, V. Brown, J. Laforge, K. Hoffmann, and P. Benedetti has been working with Ellipsis Digital on the look and the structure of the website. A. Bigelow explained that V. Brown has a card sorting exercise today for members to participate. This exercise will assist with the information architecture of the website. Members were asked to group topics into categories and to name the categories. They were given 20 minutes to complete the exercise.

5. **Pay Equity Update:** *A. Bigelow*

Today's update is further to UWOFA's last communication to Members, which was an email shared with all members on December 15, 2016. At that time, the Association noted that the Employer had proceeded to make unilateral pay equity adjustments.

UWOFA objected to this unilateral action and the Association's objection was included as part of the appeal hearings before the Pay Equity Hearing Tribunal (PEHT). The PEHT is the highest body governing pay equity in Ontario, and its decisions are legally binding on both parties.

It continues to be UWOFA's contention that there are errors and omissions in the Employer's pay equity adjustment calculations and that the Employer used the wrong comparison method and incorrect methodology in its calculations. The issue of how the Employer addressed retroactivity is likewise unsatisfactory. UWOFA asserts that there are additional pay equity adjustments owed to more members than the Employer recognized in its December 2016 adjustments.

With respect to the status of the appeal, UWOFA's first meeting at the PEHT was December 12, 2016, with a second meeting taking place April 3, 2017. Following the direction of the PEHT, UWOFA and the Employer have assembled a joint book of documentation relating to pay equity meetings and emails, including materials dating from the original pay equity exercise in 1990. Five dates have been identified in October 2017 when hearings will resume. Efforts to reach a mediated agreement continue and UWOFA remains committed to continue to work diligently on member's behalf.

A. Bigelow thanked L. Mantz for her work as Co-Chair of the Joint Pay Equity Committee and as Chair of the Librarians and Archivists Pay Equity Committee.

During the last round of negotiations, UWOFA obtained a Letter of Understanding for a salary anomaly process for Librarians and Archivists. The parties have agreed that the salary anomaly process will be delayed until after the PEHT issues a decision because it would be unreasonable to proceed given the uncertainty about members' salaries.

A. Bigelow answered various questions from members related to pay equity.

- 6. Librarians and Archivists Stewards Committee Report:** S. Hendrikx
Chief Steward S. Hendrikx thanked the members of the Librarians and Archivists Stewards Committee for their work this year: F. Gray (Weldon Library and Archives), V. Gray (Office of Vice-Provost & Chief Librarian and non Western Libraries), J. Sadler (Business, Education and Law), C. Zoricic who recently replaced J. Paterson (LIRM and Music), C. Cossar-Jones and J. Costella (Joint Committee Member).

During Fall 2016, significant time was spent addressing concerns about the new Annual Report and Review process and template. During Winter 2017 an information session led by John Sadler was arranged to help members submit Professional Expense Reimbursement claims. S. Hendrikx concluded his report by telling the membership that future discussions are expected related to the Western Libraries Organizational Renewal Initiative.

7. New Business:

The Librarian and Archivist's Research Support Network (A. Jamieson, L. Doucette, K. Meadows and C. Sich) is planning for next year and the group would like feedback from members about what they can do to support research. A survey was handed out to the membership and L. Doucette explained the survey.

8. Adjournment:

MOVED: D. Fiander/V. Gray

THAT the meeting adjourn. In the absence of any objection, **motion carried** (1:00 pm).

UWOFA-LA Bargaining Goals 2019

- Goals are listed in alphabetical order by Article of the Collective Agreement except:
 - All monetary goals are listed under Compensation and Benefits
 - Goals which require new Articles or LOUs are listed at the end
- LOUs are included at the end of the document

GOALS LISTING

Annual Report and Review

- 1) To shorten the Annual Report and Review timeline.
- 2) To increase consistency and transparency in the Annual Report and Review process.

Compensation and Benefits

- 3) To improve compensation for librarians and archivists.
- 4) To provide a substantial increase in flex credits.
- 5) To improve carry-forward provisions for Professional Expense Reimbursement. (in *Professional Expense Reimbursement* article)
- 6) To provide improved incentives for promotion.
- 7) To improve vacation provisions. (in *Vacations and Holidays* article)
- 8) To allow contributions to the Capital Accumulation Plan (i.e., pension plan) until the age specified in the Income Tax Act (currently 71, not 69). (in *Retirement and Resignation* article).
- 9) To incorporate the Letter of Understanding – Academic Activity Support Fund. (in *Working Conditions* article)

Definitions

- 10) To revise Collective Agreement language as needed to use current terminology for equity-seeking groups and to use pronouns in a way that conforms to current norms of respect for gender diversity.

Duration of the Agreement

- 11) To have a June 30, 2022 end date.

Employment Equity

- 12) To require an equity representative on committees mandated by the collective agreement as per clause 9 of the *Employment Equity* article in the 2018-2022 faculty collective agreement.

Information

- 13) To require the Employer to provide information about PER and HCSA allocations as in clause 1e) - g) of the *Information* article in the 2018-2022 faculty collective agreement.

Library Directors and Department Heads

- 14) To maintain Library Directors.

Reassignment

- 15) To clarify and improve provisions for retraining.
- 16) To incorporate clauses from the Letter of Understanding – Organizational Renewal Initiative, Appendix A.

Recognition

- 17) To amalgamate the two UWOFA bargaining units.

Responsibilities of Members

- 18) To expand the definition of Service to increase potential opportunities.

Workload

- 19) To provide for a process where Members can collegially identify the Normal Workload for their Unit.
- 20) To ensure that complement is sufficient to be able to provide the services expected of a high quality research-intensive university.
- 21) To ensure a collegial approach to the Annual Planning Process.
- 22) To remove the requirement for Members to submit a Planned Activities and Contributions document.

New Articles or Letters of Understanding to address the themes of professionalization and governance

- 23) To strengthen the role of Disciplinary Coordinators.
- 24) To establish a joint working group to assess the organizational model in Western Libraries.
- 25) To establish a collegial governance model for librarians and archivists along the lines of a faculty council.
- 26) To achieve broader representation of librarians and archivists as members of academic staff in campus governance bodies.

Letters of Understanding from 2015-2019 CA

Letters of Understanding to be renewed

- Annual Planning Process
- Nominations and Elections Process
- Reassignment Contingency
- Transition Promotion Fund
- Units (incorporating the changes in Appendix B of the LOU-ORI)

Letters of Understanding no longer needed

- Career Trajectory Fund for Librarians and Archivists
- Document Formats
- Employment Equity (amend clause 9 to include a designate reference)
- Organizational Renewal Initiative (except for the sections mentioned above)