

LIBRARIANS AND ARCHIVISTS STEWARDS COMMITTEE MEETING NOTES

15 Jul 2020, 9:30 – 11:00 a.m.

ZOOM

Present: Roxanne Isard, Denise Horoky, Christina Zoricic (recorder), Anne Quirk, Matthew Barry, Courtney Waugh, Elizabeth Mantz, Lina Rodriguez, Cindy Cossar-Jones

Regrets: None

Approval of Agenda: Approved

Approval of Notes: Approved

Business Arising from Previous Meeting:

1. Follow-up correspondence between Chief Steward and Member.

Chief Steward's Response:

Here are the LASC members thoughts with regards to the way in which we handled the ARR decision not to poll members about the potential possibility of an exemption.

LASC had a thorough and thoughtful discussion about the importance of AR. In that same conversation we also acknowledged that the AR process is not pleasant for some of our members. I myself posed the question as to whether some could choose to write and others could choose the average rating and this was not an option. In fact, Catherine Steeves was quite adamant that the ARR needed to be done for the Librarians and Archivists ,so not doing it, appears was not to be an option.

LASC works with integrity and we always have the best interests of our membership at the heart of our discussions and decisions. Between Collaborative Futures, the Weldon Revitalization project and the pandemic, many teams have had a lot to be proud of this year. In addition, those who are still in the probationary period, who do not yet have a continuing appointment would be quite a bit worse off for not submitting an AR.

No matter how our Committee moved forward with this there would be members who would not agree. It was also concluded that not every decision needs to go to the membership for their thoughts/approval. As Stewards we can decide what we feel is best for the group based on your collective wisdom. Our focus is to do what is best for the majority and we have had members unequivocally state that they would not desire an exemption even if offered as an option.

It saddens me that you feel the LASC acted in a sneaky manner, that was never the intention. I do however respect your opinion and you are very much entitled to feelings of disappointment.

I hope this additional information from the LASC has been helpful.

Member's final response to Committee response:

The LASC response is exactly what I expected. The final decision to write the AR or not, is irrelevant. However, the process with which the committee came to the decision to write the AR was not transparent. UWOFA and UWOFA-LA work closely together. When different decisions are made on a similar process, and there was no communication, people wonder what is going on and who are making these decisions.

Why wasn't the membership presented with an email outlining what our academic colleagues (the faculty) have decided regarding their APEs followed by the explanation on how LASC came to their decision on why they decided that the L&A membership would not be aligning with our faculty colleagues?! No need to actually respond to my question. Issues like this just suck the life out of you, and I have no intentions of letting this take up anymore of my time.

Discussion:

This was a learning experience for Stewards on communication. However, some of this hinges on what happens at Joint Committee and sometimes the communication there is not transparent. It might have helped to know what the decision process was, but the option of whether or not to submit an AR was not really on the table. This isn't something we can vote on. No one enjoys completing ARs but they are part of our Collective Agreement.

Standing Agenda Items:

2. Stewards' Reports:

User Experience and Student Engagement (Matt):

Member question: how are bargaining units going to work together to go back to campus? How are we collaborating with UWOFA-LA, UWOSA, and PMA?

Answer: There has not been coordination to date. The issue of health and safety did come up at the small group Joint Committee. A group of administrators at Western University hasn't really been consulting with Health and Safety Groups. It was advised that perhaps this be brought up by UWOFA to the Joint Health and Safety Committee. **Action:** The Chair of LASC will email the UWOFA Acting President to ask about consultations with members about a safe return to campus.

Teaching and Learning (Denise): none

Research and Scholarly Communications and FIMS (Courtney):

Member Questions:

- When will we receive the summary of our salary increases and new salary effective July 1? I also checked at myhr.uwo.ca and the most recent salary history showing there is from July 1, 2019.

- -When will we get the report of the distribution of performance categorizations (ARR Clause 11.3)?

Answers:

- For the first question: generally, this information is updated in People Soft a week or two before the end of the month.
- For Clause 11.3 – this report is not due until October 31st according to the collective agreement. If it is not available by October 31st, this question will be raised through Joint Committee.

Collections Management, Discovery and Access (Christina): none

Archives and Special Collections (Anne): none

Members Services Officer (Lina) & Professional Officer's Report (Cindy): none

Senate Report: (Tom): No Report. Senate does not meet again until September.

Joint Committee Report (Liz):

- Plans for the status of the education library will be shared soon.
- The forum is being deferred until we can meet face to face.
- Recruitments for Librarians and Archivists are moving forward.
- Request for regular updates regarding Weldon's renovation plan (a standing agenda item on JC's agenda) – no new updates, but the Weldon Renovation Project Team is regularly meeting with the Architects.
- Print copies of the CA are ready to be delivered, but can't be received at the moment because staff are not onsite in OFR to receive the shipment.
- AR timelines – the membership asked for an extension, a decision will be communicated about this at a later date

New Business:

No new business.

Next Meeting: Wednesday, August 19th, 2020. 9:30 a.m. (Recorder: Denise Horoky)

Notes Rotation

Anne Quirk
Courtney Waugh
Christina Zoricic
Matthew Barry - <i>September 2020</i>
Denise Horoky - August 2020
Liz Mantz