

LIBRARIANS AND ARCHIVISTS STEWARDS COMMITTEE MEETING

October 18, 2023, 9:30 – 11:00 a.m. ZOOM

Present: Courtney (notes)

Guests: David Heap, Christy Sich

Regrets: Leslie

Approval of Agenda: approved

Approval of Notes: approved

Business Arising from Previous Meeting:

1. UWOFA-LA Mobilization (David Heap & Christy Sich)

David and Christy shared their reflections. Key takeaways include:

- UWOFA-F support is still a challenge and could be strengthened through ongoing advocacy and conversation (e.g., ongoing issues related to complement are a good place to start).
- In future it will be important to ensure LTC riders understand why buses are being re-routed.
- Relationship building across bargaining units within Western Libraries will be important going forward to build solidarity.
- Greater solidarity across all campus bargaining units is needed. Issues such as complement are affecting numerous groups so unified messaging around shared issues may be an effective communication strategy going forward.
- Policies and by-laws may be useful entry points for change.

ACTION: Shawn will add Mobilization to the Standing Agenda

2. Annual Report and Review Committee (Shawn & Leslie)- Deferred

Previous Action: Stewards have a discussion with teams about how members feel about P&CA guidelines. Ask people how we should address this (forum, leaving it to P&CA committee, status quo, CA revision).

3. UWOFA-LA session focused on the L/A Forum to empower Members to raise issues and facilitate healthy dialogue (Shawn, Courtney, Matt) - Deferred

4. "No" List (Brian)

No list examples were forwarded to the Negotiating Team and were presented at the table as part of UWOFA-LA's position.

ACTION: Brian will share the no list with L/A Forum chair to inform any future discussions related to complement and workload.

5. Support for ARR writing - Deferred

Previous Action: Stewards will hold discussions with members about ARR but can always respond to individual member requests for support and provide examples of ARRs to people who want them.

6. Staff safety education (Brian)

- Brian reached out to Jeff Tennant for an update. The institution is working with campus security to develop an action plan which is still in development.
- UWOFA-LA session will be deferred until more information is available about overlapping campus initiatives.
- Brian will report from Joint Committee on any developments.

Standing Agenda Items:

7. User Experience and Student Engagement (Matt): No report

8. Teaching and Learning (Denise):

- Questions related to negotiated compensation & benefits.
- Stewards are encouraged to point Members to the Summary tentative agreement on Sync for this information.

9. Research and Scholarly Communications and FIMS (Courtney):

- Member questions related to negotiations processes, specifically the use of polls. The Member was advised to direct these questions to the UWOFA President and/or the UWOFA-LA Negotiating Committee.

10. Collections Management, Discovery and Access (Shawn): No report

- Proposal to model upcoming CTF on external anomalies.

ACTION: Brian will consult with UWOFA about process and next steps and report back.

11. Archives and Special Collections (Leslie): No report

12. Members Services Officer & Professional Officer's Report (Lina & Cindy): No report

13. Senate Observer update: October 13th meeting

Much of the discussion was focused on the President's report, specifically the proposed Brescia integration. While many senators applauded the move and shared their excitement, many others in attendance raised questions and concerns resulting from the unilateral decision to integrate institutions without prior consultation.

UWOFA President, Rachel Heydon, re-focused the discussion on the grave implications this merger has on collegial governance as it circumvents numerous established processes outlined in the UWOFA collective agreement (e.g. appointments)

Students and faculty alike were adamant that the proposed consultation include broad representation. Johanna Westar requested that a Librarian or Archivist be added to the

committee to advise on the establishment of an Ursuline archive as outlined in the MOU between Western and Brescia.

- 15. Joint Committee Report (Brian):** next meeting of JC is scheduled for October 25th
- 16. Board of Directors (Shawn & Courtney):**

Upon recommendation from the UWOFA-LA Negotiating Committee, the Board authorized the Negotiating Committee to sign a tentative agreement for the UWOFA-LA Bargaining Unit.

- 17. Communications Officer (Maram):** No report
- 18. Librarians & Archivists Forum (All):** Deferred

New Business:

- 19. UWOFA-LA Negotiating Team Consultations with Members Debrief (Shawn)**

LASC members had a robust debrief about negotiations and what they were hearing from the membership following the ratification vote.

Stewards acknowledged the tension in the close vote and relayed that some Members are feeling disheartened and even possibly distrustful of the negotiation process.

The committee discussed how the membership might harness channels such as the L/A Forum and Joint Committee to address issues related to complement.

- 20. UWOFA and UWOFA-LA Communications (Courtney) – Deferred**
- 21. End of year lunch?**

Note-taking roster for upcoming meetings:

Matt Barry (notes)
Denise Horoky (last)
Leslie Thomas (next)
Courtney Waugh (after next)