

LIBRARIANS AND ARCHIVISTS STEWARDS COMMITTEE MEETING

November 15, 2023, 9:30 – 11:00 a.m. ZOOM

Present: Leslie (notes), Shawn, Courtney, Denise, Matt, Brian

Guests: David Heap, Christy Sich, Liz Hill

Regrets: Lina

Approval of Agenda: Approved

Approval of Notes: Approved

Business Arising from Previous Meeting:

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

- We should reach out to other bargaining units we work with to discuss common issues and build solidarity across the unit.
- The Labour Film Festival is on Nov 20, 24, 27, and 29. Encourage members of UWOFA-LA and other WL bargaining units to attend.
- David has been in discussion with CUPE Facilities 2361 to discuss working together in various ways.
- The strike manual is being revised. Five change suggestions to David and Christy.

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

Discussion about post-ratification situation with forum co-chair Liz Hill.

- A committee will be formed to review the organizational structure.
- What can we do to encourage people to feel comfortable bringing items forward at the forum and LASC?
- Some uncertainty about what we can bring up to discuss at the Forum.
- Communicate with members through education pieces and tidbits such as a one page reminder of what is covered by PER
- The library forum hasn't had that many successes to show how good it is
- Empowerment and feeling safe are not the same thing. People may feel that if they bring things up, there could be negative consequences
- We can set the tone of the forum when a new Chief Librarian and ASC start.
- There would be value in members meeting separately from the forum to discuss what we want to bring up.
- A separate Members' meeting to share perspectives about the forum could be helpful.

3. CTF Process (Kristin Hoffmann) – Deferred to December

A member proposed modeling the upcoming CTF on external anomalies.

4. 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).

5. "No" List (Brian)

Previous ACTION: Brian will share the no list with L/A Forum chair to inform any future discussions related to complement and workload. The purpose of sharing with the forum chair is to use the information to discuss workload issues at the Library Forum.

Action: Shawn will resend his no list to Brian

6. 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.

Standing Agenda Items:

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

8. Teaching and Learning (Denise): No report

9. Research and Scholarly Communications and FIMS (Courtney): No report

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

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

12. Members Services Officer Report (Lina):

Lina is on leave. Cindy has retired. Marisa and Kristin are covering their duties for now.

We can support our members but what about more confidential issues? Are we the right choice? Not all grievance related.

Need an official answer from the president or vice-president about how to handle issues.

13. Senate Observer update:

Roxanne provided an email update:

Alan Shepherd and Florentine were quite short on the Brescia issue. The current President of Brescia spoke, talking about the long history and how Western was chosen by Brescia to take on this amazing opportunity, a 'gift' to Western. She mentioned that there were other options, and offers to take on Brescia but we were their first choice.

They talked about how the world is watching far and wide about this last women's university in Canada – Grand Gesture, stopped recruiting and are completely confident that we will be great because of them.

Florentine spoke on it and said it will benefit all of us. That there are different phases to this BWI (Brescia Western Integration) and showed the people on the working group or committee. Tom Belton was listed so we have representation there.

First phase was intent and has become quite controversial. Next phase is heading towards commitment. They will take a small pause for discussion with UWOFA and dealing with our legal. Then there will be the phase of integration and a legally binding agreement. Implementation is the largest phase and will take a year or so to complete.

There were a few questions and concerns from Senators. Both Johanna and Rachel both brought up Senate and how Senate should be part of the shaping of the proposed BWI.

15. Joint Committee Report (Brian):

Ongoing issues: career trajectory fund, member issues with ARR form.

- The form issue will be taken up by the transitional Biennial Report and Review Committee mandated by the new Collective Agreement.
- The OFR is working with Johanna and Kristin to finalize the text of the collective agreement. We should have the final version soon.

New business: A lot of new business to address obligations agreed upon in the new Collective Agreement:

- Career trajectory fund. In accordance with the new Collective Agreement, the work of the CTF Committee will take place in the second year of the agreement (2024-2025). Joint committee will track the formation of the new committee in early 2025.
- Transition to biannual ARR. A committee should be established by Dec. 1 2023 to “review criteria and supporting evidence used for the assessment of the performance of all Members.” (quoted from the LOU)
- New LOU to distinguish L&A from staff. OFR is making an effort to do this.
- LOU on on-call work, user services directors, hours will be monitored by joint committee
- LOU for job descriptions, the employer will present job descriptions within 6 months of ratification. “This deadline may be extended upon mutual agreement of the Parties.” Stephen Spong is our member on the Members with Disabilities Joint Working Group

16. Board of Directors (Shawn & Courtney):

- Courtney attended the meeting last week.
- Melodoy Viczko will be consulting with members regarding Brescia.

17. Communications Officer (Maram): No report

- The term will be completed early next year. Some changes to the position will occur.
- Vanessa Frank has resigned as communication officer.

18. Mobilization Report (David & Christy): see New Business

19. Librarians & Archivists Forum (All): see New Business

New Business:

20. UWOFA and UWOFA-LA Communications (Courtney)

Our members tend to think UWOFA communications aren't related to us. So we need to remind people.

Action: Shawn will send a message to that effect concerning the upcoming membership meeting

21. Support for recently negotiated processes

- May want a meeting to go over the new provisions of the collective agreement with members
- Guide or communications

Action: Courtney, Leslie, and Denise will work on a lunch and learn series.

- Next meeting: start a list of articles that are new or changed that members could use information about, such as biannual report and review, promotion process for grandfathered assistant rank members, etc.

22. End of year lunch?

All in favour of December 20th after our meeting.

Note-taking roster for upcoming meetings:

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

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