

## LIBRARIANS AND ARCHIVISTS STEWARDS COMMITTEE MEETING

February 21, 2024 9:30 – 11:00 a.m. ZOOM

**Present:** Denise (Notes), Courtney, Shawn (Chair), Lina, Tolga, Bethany, and Brian

**Guests:** David and Christie

**Regrets:** Leslie, Matt

**Approval of Agenda:** Approved

**Approval of Notes:** Approved

**Welcome Bethany Taylor (Communications & Engagement Officer)!**

**Business Arising from Previous Meeting:**

### 1. UWOFA-LA session focused on the L/A Forum to empower Members to raise issues and facilitate healthy dialogue

**Previous Action:** Shawn will reach out to Liz and Erin about facilitating a discussion; cc Matt.

At the December 2023 UWOFA-LA Stewards meeting, the Committee agreed that it would be helpful to hold a meeting of Members to share perspectives on the Forum. Liz Hill, Erin Bourgard, Matt Barry, and I will be facilitating this discussion.

Potential topics:

- What is appropriate to bring to the Forum versus Stewards/other venues.
- Ideas for future discussion at the Forum.
  
- Scheduled for February 29<sup>th</sup> at 10am – Please remind your colleagues to attend.

### 2. Support for recently negotiated processes

**Previous Action:** Courtney, Leslie, and Denise will work on a “Lunch and Learn” series.

**Previous Action:** Defer to January 2024. Courtney will schedule a meeting with Leslie and Denise later in January to discuss this in more detail. Probably won't be able to provide more information until after the Biannual Report and Review (BRR) committee finishes their work.

**Previous Action:** That BRR committee work is nearing completion and an email with further info will be sent soon.

**Action:** Courtney, Leslie and Denise will schedule a meeting, begin work and start a list of articles that are new or changed that members could use information about, such as Biennial Report and Review (BRR), promotion process for grandfathered assistant rank members, etc. Info session is possible for mind April 2024.

### **3. When will Compensation and Benefits language be finalized?**

**Previous Action:** Shawn and Courtney will ask Johanna for an update at the UWOFA Board meeting.

**Action:** Johanna responded with more information.

**Action:** Shawn sent Johanna's email response to Members (sent to members on February 21, 2024)

#### **Standing Agenda Items:**

- 1. User Experience and Student Engagement (Matt): No report**
- 2. Teaching and Learning (Denise): No Report**
- 3. Research and Scholarly Communications and FIMS (Courtney): FYI – Filing Manulife claims is still glitchy but seems to be accepting new claims under new Collective Agreement (CA).**
- 4. Collections Management, Discovery and Access (Shawn): No report**
- 5. Archives and Special Collections (Leslie): No report**
- 6. Members Services Officer Report (Tolga):** Inquiries have been made about Benefits, Out of Country Insurance coverage, and the Daycare facility located between Ontario Hall and London Hall on campus. A Daycare Advisory Group has been formed and they are just beginning their work. Please continue to send daycare inquiries to [uwofams@uwo.ca](mailto:uwofams@uwo.ca)
- 7. Senate Observer update:** Roxanne is keeping the Members apprised of Senate meetings and continues to send Senate meeting agendas. A question was raised if there was a process in place for the status reports of hiring Western's senior leadership positions (e.g., Vice Provost and Chief Librarian). It would be helpful if regular updates regarding hiring of senior leadership positions at Western were provided at Senate and elsewhere.
- 8. Joint Committee Report (Brian):** Joint Committee is currently discussion issues arising from deadlines/timelines for our new Collective Agreement (CA), the new Biennial Report and Review (BRR) process, review of the email form that will be sent to Members to make their choice of BRR time, new Job Descriptions (working with Diane Servos, Faculty Relations Consultant), and the streamline P&CA process including integration of Brescia staff.
- 9. Board of Directors (Shawn & Courtney):** Met to discuss the issue of whether UWOFA should issue a statement of solidarity calling for a cease-fire and the end of hostilities in the Middle East. Legal counsel was consulted. There have been several Membership meetings (one meeting in December 2023 and two meetings in February 2024) to discuss the pros and cons of issuing such a statement. At the UWOFA Members meeting on February 20<sup>th</sup> the motion to issue a statement was voted against. This is a complex and multi-faceted issue with much emotion on every side of the issue. Members

wondered if it was appropriate for UWOFA to issue such a political statement. This issue was referred to the UWOFA Policy and Governance Committee to consider guidelines.

**10. Communications Officer (Bethany):** No report

**11. Mobilization Report (David & Christy):** Reminder to support Western's Graduate Teaching Assistants and Postdoctoral Associates. Their success as researchers relies on the funding they receive - they deserve a living wage! Let's show our support by activating our networks and acting with them. A rally was held on February 16<sup>th</sup> and other rallies are planned. Upcoming negotiations include CUPE Facilities and UWOSA. A brief discussion began about how to support our WL Library Assistants who are part of UWOSA when bargaining begins.

**12. Librarians & Archivists Forum (All):** LASC members are looking forward to this discussion.

**New Business:**

**13. Succession Planning for Negotiations and Negotiation Team**

There is a call, by the UWOFA Nominating Committee, for new members of the Board of Directors. Please consider volunteering and let our colleagues know about this opportunity. If interested, please email: [uwofa@uwo.ca](mailto:uwofa@uwo.ca)

Stephen Spong has attended training sessions/workshops (OCUFA and CAUT) on building support, relationships, and techniques for effective bargaining.

If interested in participating in the next negotiation process, please email [uwofa@uwo.ca](mailto:uwofa@uwo.ca)

**Note-taking roster for upcoming meetings:**

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