



ANNUAL GENERAL MEETING

Wednesday, April 27, 2011

12:00 – 2:00 pm

Social Science Centre, room 3026

(pizza and drinks will be available)

A G E N D A

1. Approval of the Agenda
2. Minutes of the General Meeting, March 22, 2010 **EXHIBIT I**
3. Business Arising
4. President's Report: *J. Compton*
5. Treasurer's Report: *H. Sendov*
UWOFA Proposed Budget: May 1, 2011 – April 30, 2012 **EXHIBIT II**
6. Chief Negotiator's (Librarians & Archivists) Report: *A. Varpalotai*
7. Joint Committee Report: *M. Dawes*
8. Annual Committee Reports:
Questions are welcome on any of the annual reports. Committee Chairs who did not provide a written report will provide a verbal report at the meeting. **EXHIBIT III**
9. New Business:
10. Announcement:
11. Adjournment

General Meeting
 Tuesday, March 22, 2011 3:30 – 5:30 pm
 McKellar Room, University Community Centre

Speaker: Jeffrey Stokes

President: James Compton

The Speaker called the meeting to order at 3:35 pm. Attendance was according to the Nominal Roll. The Speaker reminded attendees that only members of the Faculty Association were permitted to vote on motions.

1. Approval of the Agenda:

MOVED: B. Traister/R. Millard

THAT the Agenda be approved as circulated. **CARRIED**

2. Minutes of the September 16, 2010 General Meeting:

The minutes were declared correct as circulated.

3. Business Arising: None

4. President's Report: *J. Compton*

J. Compton reported on the following:

Editing the Faculty Collective Agreement: Members of UWOFA's editing committee are Kathleen Fraser and Bernd Frohmann (UWOFA negotiating team members). The editing of the Faculty Collective Agreement is progressing but no date was given as to when the Collective Agreement will be ready. UWOFA has been waiting, sometimes months, for the Administration to respond on a number of articles.

Librarians and Archivists (LA) Collective Agreement: The LA Collective Agreement expires June 30, 2011. The LA Contract Committee has been meeting regularly and has prepared their contract goals. These goals will be presented the UWOFA Board for approval later this week. There is a UWOFA-LA General Meeting scheduled for March 28, 2011.

UWOFA Events:

- Steward training was held on March 9, 2011. Several issues were discussed, including the category of Standing Appointments and significant changes to the Discrimination and Harassment article brought about as a result of Bill 168;
- UWOFA's Equity Committee organized a panel on the regulation of social relationships on campus, "Too Close for Comfort?". Compton thanked the Committee and its co-chairs, Rebecca Coulter and Alison Hearn;
- Worldviews international conference on media and higher education in the 21st century is being organized by OCUFA, OISE/University of Toronto, the Washington-based *Inside Higher Ed*, the London and South Africa-based *University of World News*. Information can be found on the UWOFA web site under *News & Events*.

Donations made on behalf of UWOFA:

- \$500 to the Santa Sacks Appeal - Unity Project for Relief of Homelessness in London (Approved by the Board on December 10, 2010);
- \$500 to Scholars at Risk Network – to help fund the 10th Anniversary Campaign of a year-long celebration of academic freedom and rededication to their work protecting threatened scholars. (Approved by the Board on January 25, 2011) and;
- \$500 to the UWO Graduate Teaching Assistant's Food Bank (Approved by the Board on January 25, 2011).

5. Treasurer's Report: *H. Sendov*

a) Audited Financial Statements for 2009-2010

MOVED: H. Sendov/J. Davies

THAT the Membership receive the audited statements for 2009-2010.

H. Sendov reviewed the audited statements (Appendix I).

The main motion was voted on and **CARRIED**.

b) Income Statement as of February 28, 2011
 H. Sendov reviewed the income statement.

6. Nominating Committee Report:

R. Darnell was unable to attend the meeting. Speaker, J. Stokes, presented the nominations.

MOVED: B. Traister

THAT Don Ableson be nominated for Vice-President.

Seeing no other nominations, the Speaker declared nominations closed for Vice-President and declared Don Ableson acclaimed as Vice-President.

MOVED: B. Traister

THAT the following slate for Treasurer be nominated (one year term – July 1, 2011 to June 30, 2012):

Rick Robertson (Ivey School of Business)

Clive Seligman (Psychology)

Seeing no other nominations, the Speaker declared nominations closed for Treasurer (one year term – July 1, 2011 to June 30, 2012) and announced that as there are two nominees for one position, there will be an electronic ballot.

MOVED: B. Traister

THAT Graham Smith be nominated for Secretary (two year term: July 1, 2011 to June 30, 2013).

Seeing no other nominations, the Speaker declared nominations closed for Secretary and declared Graham Smith acclaimed as Secretary.

MOVED: B. Traister

THAT the following slate for Board Member - Designated Faculty Seat (one-year term: July 1, 2011 to June 20, 2012, replacing current Board Member who will begin his sabbatical leave on July 1, 2011) be nominated.

Ivey School of Business John Wilson

Seeing no other nominations, the Speaker declared nominations closed for Designated Faculty Seat, Ivey School of Business (one-year term: July 1, 2011 to June 20, 2012) and declared John Wilson acclaimed as Designated Faculty Seat, Ivey School of Business.

Designated Faculty Seats

MOVED: B. Traister

THAT the following slate for Designated Faculty Seats (two-year term: July 1, 2011 to June 30, 2013) be nominated.

Arts & Humanities Bonnie MacLachlan

Health Sciences Deb Lucy

Information and Media Studies Alison Hearn

Librarians and Archivists Kim McPhee

Science Ben Rubin

Social Science Anne Skoczylas

Seeing no other nominations, the Speaker declared nominations closed for Designated Faculty Seats (two-year term: July 1, 2011 to June 30, 2013) and declared the following acclaimed for Designated Faculty Seats (two-year term).

Arts & Humanities Bonnie MacLachlan

Health Sciences Deb Lucy

Information and Media Studies Alison Hearn

Librarians and Archivists Kim McPhee

Science Ben Rubin

Social Science Anne Skoczylas

MOVED: B. Traister

THAT the following slate for Board Member (Part-Time Member) — At-Large Seat (two year term: July 1, 2011to June 30, 2013) be nominated.

Gaile McGregor (Sociology)

MOVED: P. Kennedy

THAT Jamie Johnston (Writing Program) be nominated for (Part-Time Member) — At-Large Seat (two year term: July 1, 2011to June 30, 2013).

Seeing no other nominations, the Speaker declared nominations closed for Board Member (Part-Time Member) — At-Large Seat (two year term: July 1, 2011to June 30, 2013) and announced that as there are two nominees for one position, there will be an electronic ballot.

MOVED: B. Traister

THAT the following slate for Board Member (Full-Time Member) — At-Large Seat (two year term: July 1, 2011to June 30, 2013) be nominated.

Kim Baines (Chemistry)

Tom Murphy (Sociology)

Jacques LaMarche (French)

Seeing no other nominations, the Speaker declared nominations closed for Board Member (Full-Time Member) — At-Large Seat (two year term: July 1, 2011to June 30, 2013) and announced that as there are three nominees for two position, there will be an electronic ballot.

MOVED: B. Traister

THAT Jeff Tennant (French) be nominated for UWOFA Speaker.

Seeing no other nominations, the Speaker declared the nominations closed for UWOFA Speaker and declared Jeff Tennant acclaimed as UWOFA Speaker.

MOVED: B. Traister

THAT Kristin Hoffmann (Western Libraries) be nominated for UWOFA-LA Speaker.

Seeing no other nominations, the Speaker declared the nominations closed for UWOFA-LA Speaker and declared Kristin Hoffman acclaimed as UWOFA-LA Speaker.

MOVED: B. Traister

THAT Melanie Mills (Western Libraries) be nominated for UWOFA-LA Secretary.

Seeing no other nominations, the Speaker declared the nominations closed for UWOFA-LA Secretary and declared Melanie Mills acclaimed as UWOFA-LA Secretary.

7. Chief Negotiator's Report (Faculty): M. Dawes

M. Dawes provided an overview on some of the changes in the new Collective Agreement. He provided detailed information on how conversions to Limited-Term appointments will occur. He also provided information on the implementation of Standing Appointments. M. Dawes explained that he has developed a Standing Appointment Calculator for Part-Time Members. This Calculator will be posted to the UWOFA website. M. Dawes reviewed a chart that explains where articles are in the editing process. The chart showed that almost all articles have been edited by UWOFA and are now in the hands of the Employer.

Joint Committee Report: M. Dawes

The main work of the Joint Committee has been helping with the implementation of the new Faculty Collective Agreement.

8. Chief Negotiator's Report (Librarians and Archivists): A. Varpalotai

A. Varpalotai reported on the following:

- The Members of the UWOFA-LA negotiating team are: Aniko Varpalotai (Chief Negotiator), Linda Dunn (Deputy Chief Negotiator), Ann Bigelow, Bev Brereton, Jim Davies, Mike Dawes (Advisor), Vince Gray and Marisa Surmacz.
- The Contract Committee, co-chaired by L. Dunn and E. Bruton, has completed its work. At least fifty percent of the UWOFA-LA Bargaining Unit participated in the work of the Contract Committee.
- At the last Board Meeting the Board approved appointing Marni Harrington as Chair and Albert Katz as Co-Chair of the UWOFA-LA Strike Action Committee.
- The goal of the UWOFA-LA bargaining unit is to give notice of intent to bargain on April 1, 2011, and to finish negotiations by June 30, 2011.

9. New Business: None

10. Announcement: Annual General Meeting set for Wednesday, April 27, 2011, 12:00 noon to 2:00 pm, Social Science Centre, room 3026.

The meeting adjourned at 5:00 pm

UWOFA Proposed Budget - For the year May 1, 2011 to April 30, 2012

	Annual Budget 2011-2012 (proposed)	Annual Budget 2010-2011 (approved)	Actual to March 31, 2011
REVENUE			
Membership Dues	1,578,645	1,511,612	1,434,391
Insurance (ETFS)	50,000	49,017	45,684
Interest Income - Operating Funds	3,000	1,231	3,641
Interest Income - CB and G Reserve Fund	10,000	4,011	13,329
Total Revenue	1,641,645	1,565,871	1,497,045
Set Asides			
UWOFA Scholarship	30,600	30,600	30,600 (100%)
ETFS	50,000	49,017	45,684
Transfer to CB and G Reserve Fund	243,000	283,716	260,073
Interest earned on CB and G Res. Fund	10,000	4,011	13,329
Total Set Asides	333,600	367,344	349,685
Expenditures			
Dues Expense			
CAUT	228,451	219,047	198,113
OCUFA	184,388	182,305	167,148
CAUT Defence Fund	89,580	89,340	80,560
Total Dues Expense	502,420	490,692	445,821
NET LOCAL REVENUES	805,625	707,835	701,538
OPERATING EXPENSES			
Payroll Expense			
Wages & Salaries	213,369	181,572	175,760
Employee Benefits	58,677	58,703	47,386
Release Time	142,773	87,141	104,730 (100%)
Honoraria	1,000	500	1,200
Total Payroll Expense	415,819	327,916	329,076
General & Administrative Expenses			
Audit	4,900	4,725	4,848 (100%)
Legal & Arbitration	250,000	250,000	169,983
Printing & Postage	6,000	6,500	5,906
Meetings	8,000	10,000	8,102
Insurance	2,750	3,000	2,702
Bank Charges	80	60	72
Office Supplies	8,000	5,700	7,346
Office Equipment	6,000	7,400	7,214
Sunshine Fund	2,000	2,000	3,330
Computer Disk Rental	600	960	500
Volunteer Parking	1,000	600	882
Computer Software Maintenance Fee	469	500	377
Web Hosting	3,500	5,000	5,533
Repair & Maintenance	4,000	3,500	755
Telephone	3,700	3,000	3,478
Receptions	6,500	7,500	4,774
Travel	19,500	20,000	9,226
Advertising	1,500	1,500	1,368
Negotiations	10,000	11,000	18,073
Rental & Cleaning	10,052	7,974	7,898
External Solidarity and Donations	14,000	15,000	4,723
Grad Club Membership	8,500	7,000	6,968 (100%)
Donation to A. Heinicke Service Award	7,756	6,000	6,000 (100%)
Staff Development	1,000	1,000	672
Strike Preparation	10,000	-	22,725 (100%)
Total General & Admin. Expenses	389,807	379,919	303,454
TOTAL OPERATING EXPENSES	805,626	707,835	632,530
SURPLUS/DEFICIT	0	0	69,008

ANNUAL COMMITTEE REPORTS**UWOFA Internal Committees****Committee for Contract Faculty**

Co-Chairs: Patrick Kennedy and Tom Murphy

With the focus of attention on a new Collective Agreement (CA) and possible strike, the Committee for Contract Faculty held no regular meetings in the Fall 2010 period as many of our members were involved in attending or contributing to the frequent membership meetings, information pickets held at various times around campus, and strike preparations; however, we did meet on February 4, 2011 and discussed the following items:

1. Membership social Question and Answer (Q&A): We also organized two Q&A Information Sessions held Thursday, April 7, 2011 that were attended by more than 70 members. UWOFA was well represented by Chief Negotiator Mike Dawes, Negotiating committee member Kathleen Fraser, Grievance Officer Tess Hooks, all of whom responded to member questions, provided an overview of the current status of the new CA, and instructed members about appropriate actions they need to take to protect their rights under the CA. Professional Officer Cindy Cossar-Jones was also present and met with several members. The interest level was very high among CCF members.
2. Establishing a permanent committee rather than continuing with "open invitation" participation
3. Conference Addressing the Issue of Fear (Fall 2011): Given the precarious nature of job security for Contract Faculty, the unwillingness to challenge deans is a reality in the UWO workplace. The committee agreed that membership in UWOFA should provide some strategies and protection against intimidation and reprisal by deans who choose not to respect the spirit or the letter of the Collective Agreement. The committee plans to organize a conference (perhaps with the involvement of CAUT) in the fall to address the subject.

We would like to give special thanks to the following people who served on the committee: Peter Krats, and Gaile McGregor.

Communications Committee

Chair: Amanda Grzyb

Members: James Compton, David Heap, Alison Hearn, Jennifer Holland, Patrick Kennedy, Graham Smith, Keith Tomasek, Bryce Traister

The communications committee worked closely with the Negotiating Team, the UWOFA board, and the Strike Action Committee to communicate bargaining updates and other concerns to our members, students, and the broader public. This communication took a variety of forms: email announcements, Bargaining Bulletins, op-ed articles, letters to the editor, press releases, information picket flyers, video, Strike FAQs, posters, buttons, and *The Faculty Times* (edited by Jonathan Burston, FIMS). The committee updated the UWOFA website and streamlined communications through the site. We also developed a UWOFA social media presence on Facebook, Twitter, and You Tube. There is an archive of UWOFA communications and links to UWOFA social media on our website: www.uwofa.ca.

Equity Committee

Co-Chairs: Rebecca Coulter and Alison Hearn

Members: Henri Boyi, Luiz Capretz, Randa Farah, Marni Harrington, Denise Horoky, Gaile MacGregor, Brenda Murphy, Wendy Pearson, Jayshri Sabarinathan, Veronica Schild, Sara Seck, and Sasha Torres.

The Employment Equity Committee (EEC) established under the terms of the UWOFA and UWOFA-LA collective agreements did not meet because this was a UWOFA bargaining year. Rebecca Coulter was the UWOFA representative on the President's Standing Committee on Employment Equity (PSCEE). PSCEE has not been meeting regularly.

The Committee had its first meeting in October to plan activities for the year, the main activity being the organization of a panel discussion on issues of personal, social and professional relationships on campus - issues that were raised during bargaining by the employer. One of the co-chairs also met with the Chief

Negotiator and Deputy Chief Negotiator to provide input on equity issues and bargaining, particularly as they related to the surveillance of personal and intimate relationships in the workplace.

In February, the Equity Committee hosted the successful panel discussion, *Too close for comfort? Professors, administrators and the regulation of social relationships and sexuality on campus*. The panelists were Sandy Welsh, Professor of Sociology, University of Toronto; Cynthia Petersen, a lawyer specializing in human rights and equity issues who works at UWOFA's legal firm, Sacks Goldblatt Mitchell LLP; and Aniko Varpalotai, UWOFA Deputy Chief Negotiator. This event was relatively well attended by UWOFA members (especially for a Friday afternoon in February), with a solid group of graduate students also in attendance. The three presentations will form the core of a special issue of OCUFA's publication, *Academic Matters*, which will appear in the fall of 2011.

In a subsequent meeting, the Committee discussed a number of other items including bullying and the persistence of homophobia on campus, in addition to concerns about the negative and isolating experiences of many minority faculty at Western. The Committee is currently working on a plan to address these matters.

Faculty Dependents' Scholarship Plan Committee

Chair: Vaughan Radcliffe

Members: Angie Mandich, Clive Seligman, John Wilson

The Faculty Dependents' Scholarship Program (FDSP) Committee provides oversight to the FDSP program and where needed reviews cases for program eligibility, liaising with university staff who administer the plan. The Committee appreciates the continued diligence of members of the Registrar's Office in this regard. The UWOFA Board has provided guidance on certain program policies in relation to financial management. In general the Board has encouraged continuance of a conservative approach. It is our intent that any increases in scholarship levels be sustainable such that scholarship recipients are able to count on the value of the award throughout the period in which they meet conditions of eligibility. The Board has delegated its authority in program appeals to the FDSP Committee and the committee's decisions are final.

Extension of the deadline for receipt of awards to **June 30** has markedly lowered appeals and other inquiries. One source of appeals concerns failure of a student to maintain the required GPA. In such cases confidentiality rules prevent staff from disclosing academic results. After reviewing other elements of plan eligibility colleagues wondering about a failure to receive an award may wish to make close inquiries with their dependent student as to recent academic progress.

Colleagues are reminded that FDSP Scholarships can be applied for as soon as the forms are available at the start of the fall term, using last year's academic grades (university or high school) as support. Many wait until the end of the academic year, when they could have made good use of funds when first available.

Importantly for scholarship recipients and their families there is now more favorable tax treatment for FDSP awards due to the success of court challenges to the CRA's taxation of FDSP and similar awards in the hands of the employee. Now that FDSP is taxed in the hands of the dependent student recipient, usually at significantly lower tax rates, the value of the scholarship has in effect substantially increased. Consistent with FDSP's status as a merit based scholarship program, it is now UWOFA policy that only one FDSP award may be made to a dependent at any time, regardless of whether more than one faculty member is related to the dependent.

The committee has decided to maintain this expansion of eligibility to Community Colleges on an ongoing basis.

Grievance Committee

Chair: Tess Hooks

Case Officers: Cary Daniel, Ed Goehring, Paul Handford, Steve Lupker, Don Morrow, John Sadler, Rick Semmens, Marisa Surmacz, Sam Trosow, Graham Wagner, Liana Zanette

Ex Officio (non-voting): James Compton, Regna Darnell, Mike Dawes, Bryce Traister, Aniko Varpalotai

Professional Officer: Cindy Cossar-Jones and Don Heslinga (until his retirement)

Here's the BIG grievance news. On January 11, 2010, UWOFA won an arbitrator's award. The award required the Employer to re-evaluate a particular UWOFA member for promotion and tenure. This is the best possible outcome for a promotion and tenure grievance. Arbitrators are not empowered to award promotion and tenure on their own. In a letter dated February 28, 2011, the Member involved was finally granted

promotion and tenure retroactive to several years earlier. So after 21 hearing dates at a cost of some \$156,399 this Member at last has the security that comes with promotion and tenure. Congratulations to a well deserving Member!

And what are the lessons that can be taken from this case? First, few of us, on our own, could afford to wage such a battle to defend our jobs. We depend on our union, UWOFA, to wage this battle using the collective strength of union resources paid for by union dues. Without this union support this particular Member would have likely moved on to other employment. Or if the Member had left to fight this battle alone, the Member would likely not have been employed at UWO during this time. Second, this illustrates the complexity of cases that go on over a period of years that are not easily captured in an annual report.

In the period from April 1, 2010 to March 31, 2011, the Professional Officer received 384 calls from Members making inquiries about provisions in our Collective Agreement and about how those provisions impact on their own employment situations. Many of these inquiries involve multiple conversations, meetings with the Member, and conversations with various other people in our attempts to get information and resolve disputes. The largest number of inquiries received by UWOFA pertained to questions related to Compensation and Benefits (67). This is consistently an area of concern for UWOFA's Members. There were also a number of inquiries pertaining to Appointments. While other concerns raised ranged from Promotion and Tenure to Retirement and Resignation to Workload.

Many of the calls made to UWOFA raise questions about a possible violation of Collective Agreement provisions. Most of the complaints that emerge out of these inquiries are resolved informally. However, 35 complaints were passed on to the Grievance Committee and were processed further. These 35 cases represent only cases that began in the period from April 1, 2010 to March 31, 2011. Thus these data do not include any cases that would have been carried over from the previous year. Thirty-five cases represent a 21 percent decrease compared to the 44 cases that were dealt with in the previous year. Though it is difficult to assess trends at this point, it could be that the number of cases per year is improving.

During the last year the Grievance Committee has dealt with 29 new individual grievances and 6 new policy grievances. In the table below you can see the distribution of the grievances as a function of the Article in the Collective Agreement we believed to have been breached. Issues related to Appointments and Discrimination and Harassment, and Workload continue to dominate the work of the Committee.

Complaints by the Collective Agreement Articles	35
Academic Fraud and Misconduct	1
Annual Performance Evaluation	3
Appointments (LA 1)	10
Association Dues (LA 1)	1
Discipline	3
Discrimination and Harassment	7
Implications of Technology	1
LOU – Distance Studies	1
Official File	2
Professional Expense Reimbursement	1
Sabbatical Leave	1
Workload	4

The next table depicts demographic information regarding the type of Grievance and the distribution by Faculty. The majority of Grievances involved Full-Time Members. Six of the Grievances were disputes between UWOFA and the Employer about how the Collective Agreement was being misinterpreted or improperly implemented (Policy Grievances). The Grievance cases are distributed across several Faculties. The complexity of each case varies considerably.

Complaints to the Grievance Committee	35
Individual	29
Full-Time	21
Part-Time	8
Group	0
Policy (LA 2)	6

**Complaints and Grievances by Faculty and Librarians
& Archivists 35**

Individual Grievances	29
Arts	5
Education	1
Engineering	3
FIMS	1
Health Science	5
Ivey	2
Schulich	5
Science	4
Social Science	3
Group Grievances	0
Policy Grievances	6
All Faculties	3
Health Sciences	1
Librarians and Archivists	2

The Grievance and Arbitration article of our Collective Agreement obliges UWOFA and our Members to attempt to resolve disputes at an informal level before filing a grievance. And many of UWOFA's cases are settled at this stage. Once a grievance is launched there are normally three steps in the grievance process. And a dispute can be resolved at any of these three stages. It is not uncommon for the Association and the Employer to negotiate Minutes of Settlement in an effort to resolve a dispute during the grievance process. There are also exceptions to this three step grievance process. For example, Policy Grievances and denial of Promotion and Tenure grievances are initiated at Step 2. Unfortunately, not all grievances are settled at the informal resolution stage or through Minutes of Settlement. There were 28 arbitration hearing dates during the year reviewed. The following table indicates the outcomes of grievances that were actually filed.

Grievance Committee Final Results

Outcomes and Status for Actions Taken

Individual Grievances

Informal Stage

Resolved	3
Outstanding	1

Individual Grievances

Step 1 Settlements	0
Step 1 Outstanding	0
Step 2 Settlements	1
Step 2 Outstanding	0
Step 3 Settlements	0
Step 3 Outstanding	0
Arbitration Settlements	3
Arbitrations Outstanding	0

Group Grievances 0

Policy Grievances

Step 2 Settled	7
Step 2 Outstanding	1
Step 3 Settled	2
Step 3 Outstanding	2
Arbitration Settlements	2
Arbitration Outstanding	0

The primary role of a union is to serve its members and protect their rights. It would be impossible to do this without the commitment of a number of people who I would like to acknowledge. First among those to thank is Cindy Cossar-Jones our Professional Officer. She is usually the first person many of our Members contact to answer questions and deal with their concerns. Cindy took over from Don Heslinga who retired from this position in the last year. We would also like to thank him for all his hard work before leaving. Second, I would like to thank the volunteers who serve on the Grievance Committee. It is because of the very hard work of these volunteer case officers and our professional officer that we are able to bring so many cases to a successful conclusion.

Librarians and Archivists Committee

Chair: Melanie Mills

Members: Tom Adam, Bruce Fyfe, Denise Horoky, Leanne Olson and Marisa Surmacz

The goals of the Committee are:

- to communicate with UWOFA-LA Members about matters important to the Bargaining Unit;
- to coordinate communications between UWOFA-LA Members and UWOFA's officers and Board; and
- to provide a forum for UWOFA-LA stewards to keep in touch with one another.

With a new UWOFA-LA Collective Agreement (CA) ratified in late 2009 which resulted in numerous changes to CA language, in 2010 Librarian and Archivist stewards dedicated much time and energy responding to questions posed and concerns registered at the unit level regarding contract language. Establishing and maintaining regular contact with UWOFA's Professional Officer to ensure consistent interpretation of contract language and subsequently answering Members' questions regarding the new Contract comprised much of the work of the Librarians and Archivists Committee (LAC) in 2010.

When UWOFA negotiations continued into the fall of 2010 and the potential of a strike was looming large, LAC ensured that UWOFA-LA Members were kept informed of the impact of potential labour action on Librarians and Archivists, sending out communications to both individual units and to the Membership-at-large.

In 2011, we continued to encourage Librarians and Archivists to raise questions and concerns regarding matters of importance to the UWOFA-LA bargaining unit. To this end, LAC hosted a *UWOFA-LA Committees' Roundtable* in February 2011, facilitating knowledge transfer and gathering feedback on how best to foster active, productive UWOFA-LA governance. Feedback garnered from this Roundtable has been shared with UWOFA's leadership and with UWOFA's Communications Committee; LAC is now considering strategies to take action on the valuable feedback that has been collected.

In response to the feedback gathered at the *UWOFA-LA Committees' Roundtable*, LAC has already modified its own approach to Committee governance. Examples of practices adopted by the Librarians and Archivists Committee in 2010-11 to facilitate improved communications between stewards and the Membership-at-large include: identifying and assigning UWOFA-LA units without direct representation on LAC a local union steward; information which is now posted and available on the Committee's webpage: <http://www.uwofa.ca/committeesandstewards/librariansandarchivists/>. Beginning in January 2011, LAC began posting its meeting agendas and minutes on the UWOFA site.

Pensions and Benefits Committee

Chair: Dan Belliveau

Members: Ann Bigelow, Peggy Ellis, Vicki Olds, Hiran Perinpanayagam, Sohrab Rohani, Christy Sich

The committee had a very busy year collecting background information for the recently concluded round of bargaining for the Faculty Collective Agreement (2010-2014). We established a series of goals ranging from changes to the health care spending account, professional expense reimbursement, part-time and post-retirement benefits and pensions. Enhancement of benefits provisions was one of the targeted areas by the Provincial Government in their restraint budget and the negotiating team had limited success in achieving many of the goals. However, some gains were made and no benefits were reduced.

One of the provisions was the formation of a working group on benefits comprised of Employer and UWOFA representation. This group has been tasked with examining the relationship with the benefits provider and the claims process. The group has met on two separate occasions and has developed a series of objectives. The work of this group will be ongoing throughout the year and all progress is reported back to the Pensions & Benefits committee for consultation and direction.

Policy and Governance Committee

Chair: Bryce Traister

Members: Bruce Fyfe, Roger Khayat, Gaile McGregor, Tom Murphy, Vicki Olds, Anne Skoczylas and Graham Smith

Due to the intensity and duration of negotiations this year, the Policy and Governance Committee has had a quiet year. We now have a populated committee and a couple of projects on the go. These projects include: discussion of the Negotiation Policy, and Revisions to the Grievance Committee procedures. We expect to continue these projects into 2011-2012.

Salary Committee Report

Chair: Jim Davies

Members: Ann Bigelow, James Compton, Mike Dawes, Kathleen Fraser, Vince Gray, Albert Katz, Marilyn Norman, Terry Sicular, Graham Smith

In 2009-10 the Salary Committee met frequently and developed the draft goals for the Faculty BU negotiations. This year the Committee played a supporting role as UWOFA pursued those negotiations to a conclusion in November. Since then the Committee has dealt with salary issues arising in the implementation of the new Faculty CA on an ad hoc basis and has continued to monitor new data, settlements elsewhere, and other developments. The subcommittee on Librarian and Archivist salaries has been very active in developing goals for the upcoming L/A negotiations. It has reviewed salary developments and prepared the salary survey that went to L/A members in early March. The subcommittee also drafted salary goals that were submitted to, and refined in cooperation with, the L/A contract committee. The salary goals recently went to the UWOFA Board along with the full set of L/A goals. Three members of the subcommittee are also on the L/A negotiating team and will take a lead role in translating the goals into specific proposals and contract language.

UWOFA Appointees to UWO Committees:**Childcare Advisory Committee**

UWOFA Appointee: Dan Belliveau

The YMCA childcare organization commenced operation in 2006, coincident with the 2006-2010 collective agreement. This offered the opportunity for full-time faculty members to have guaranteed priority spaces for childcare. That number is 50 spaces of the 200 spaces available in the organization. Part of the collective agreement (clauses 1.3, 1.4) requires that the employer provide semi-annual reports indicating how many children of Members are on the waiting list or otherwise not able to be cared for by the time requested by the Member. This information is reviewed in joint meetings with the employer. Members utilize >95% of the 50-space priority spacing available to them at any given time. There are some instances where spaces cannot be made available within the Member's time frame.

The new collective agreement of the Librarians and Archivists has seen their Members join with faculty for the 50 priority spaces. This decision was based on the fact that these spaces have not historically been oversubscribed. An effort to increase priority spaces to 55 in the most recent round of Faculty collective bargaining was not successful. However, the introduction of the full-day-of-learning program by the Provincial Government will likely have an impact on day care organizations and limit the demand on space for the most highly sought after group, preschoolers (age 3-6). With this change it is not likely the Employer will agree to any increase in priority spaces during future rounds of negotiations.

Parking Advisory Committee

UWOFA Appointee: Tom Murphy and Michael Naish

The Parking Advisory Committee provides advice on all matters related to parking on the UWO campus. UWOFA has two members on this committee.

The Parking Advisory Committee has apparently been quite inactive in the past while due to a lack of members. There was one informal meeting which I attended this year on an ad hoc basis as a result of my position as chair of the Parking Appeals Committee, and that was to review the entire appeals process. As noted in the preceding report from the Parking Appeals Committee, we adjudicate close to a thousand appeals a year, most of which are denied because they are not based on reasonable and valid grounds. This

creates enormous work for the Appeals Committee. We would like to streamline the system to discourage the submission of frivolous appeals which have little hope of success so that we can spend more time assessing appeals which have more merit.

We anticipate that the Parking Advisory Committee will be revived this year, and hence we will be able to provide a more comprehensive report next year.

Parking Appeals Committee

UWOFA Appointee: Tom Murphy

I have served as an Alternate on the Parking Appeals Committee for two years prior to July, 2010. In July, with the departure of Michael Carroll who had previously served as UWOFA's representative on this Committee, I was asked to replace Michael as a full time member and did so. I was also elected to be the chair of this Committee.

The Parking Appeals Committee is composed of six members including:

- 1 member of the Faculty of the University nominated by UWOFA
- 1 member of Staff nominated by the Professional and Managerial Association
- 1 member of Staff nominated on a rotating basis by UWOSA
- 1 CUPE Local 2361(Physical Plant), on a rotating basis with CUPE Local 2692 (Food Services)
- 1 Graduate Student nominated by the Society of Graduate Students
- 1 Undergraduate Student nominated by the University Students' Council

In addition, each meeting is attended by the Appeals Coordinator (Cindy Forget) and the Parking Manager (Mark Van Den Bossche) who provide information but do not vote.

The Parking Appeals Committee meets about every six weeks throughout the year, including summer months. We are the final source of appeal. There are no appeals of the Appeals Committee.

Since July 1, 2010, we have had six meeting thus far, and have two more scheduled before July 1, 2011. We adjudicate approximately 80 to 120 appeals at each meeting which lasts a minimum of two hours.

At the front end of each meeting, we hear appeals from persons who choose to attend the committee to present their case. Usually, there are three to six in-person appeals. The remainder of the appeals are based on written submissions.

Very few appeals have merit. That is, the appellant has almost always committed the offence for which they have been charged, and frequently, they acknowledge this in their appeals. Given this, the appeals are nearly always based on grounds such as:

"I didn't see the sign."

"I didn't know I couldn't park there."

"I only left my car for a few minutes in a handicapped space (or a fire route)."

"All the spaces were taken; where else was I going to park?"

"Everyone else parks there and they didn't get ticketed."

Such excuses do not constitute grounds for appeal, and consequently, very few appeals succeed. Every appeal letter is carefully read, and those which seem to have some merit are discussed and considered. When there are reasonable doubts, the benefit is always given to the appellant. In some cases, where there may be extenuating or compassionate circumstances, the Appeals Committee may replace the offence with a warning or a reduced fine. If, however, one parks in a fire zone and leaves the car, or parks even for a few minutes in a handicapped zone, the chances of a successful appeal are nearly zero, and so I strongly advise our members to avoid committing either of these offences.

I would like to thank all of the members from the other constituencies who participated in meetings this past year, and most especially for the diligent work done by Cindy Forget and Mark Van Den Bossche of Parking Services.

President's Standing Committee on Employment Equity

UWOFA Appointee: Rebecca Coulter

The President's Standing Committee on Employment Equity reports to the University President. It is composed of representatives of the various employee groups on campus, and several members appointed by the President, four of who represent the designated groups specified in the Federal Contractors' Program. It is the responsibility of the Committee to:

- (a) consider where and to what extent designated groups are underrepresented within the University's workforce;
- (b) examine all of the University's employment policies and practices and all negotiated agreements with employee groups and recommend to the parties changes to those that do not conform with equal employment opportunities in hiring, promotion, remuneration, training, working conditions and terminations;
- (c) prepare and submit an Annual Report to the President;
- (d) assist the University and the Equity Services Office in the endorsement and fostering of behaviour that advances the basic tenets of employment equity.

Although scheduled to meet four times over this academic year, PSCEE has only met twice, in September and January. This is at least partially explained by the fact that one of the co-chairs, Alan Weedon, was occupied elsewhere during the fall term.

The major items of business were the development of a Diversity and Inclusion Plan and the preparation of the Annual Report for the President. Updates and information on the Workforce Analysis Report, AODA, and the Annual Report of Equity and Human Rights Services were provided.