

General Meeting of UWOFALA

Monday, December 10, 2012

10:00 am – 12:00 noon

University College, Room 30

(Snacks and drinks will be served)

AGENDA

1. Approval of the Agenda
2. Approval of Minutes for November 9, 2011 General Meeting – **EXHIBIT I**
3. Business Arising
4. President's Report: *D. Abelson*
5. Committee Reports:
 - a) Committee on Workplace Climate: *A. Dymarz, L. Doucette, B. Fyfe, J. Robinson*
 - b) Committee on Pay Equity: *L. Mantz*
 - c) Librarians and Archivists Committee: *C. McKillop*
6. CAUT Librarian's Conference 2012, "Contested Terrain: Shaping the Future of Academic Librarianship": *D. Fiander, M. Harrington, C. Waugh*
7. Promotion and Continuing Appointment Workshop: *L. Dunn*
8. New Business
9. Adjournment

**Minutes of the UWOFA Librarians & Archivists
General Meeting**

Wednesday, November 9, 2011
12:00 noon to 1:30 pm
Social Science Centre, room 2024

Speaker: Kristin Hoffmann

President: Bryce Traister

1. Approval of the Agenda:

MOVED: J. Sadler/M. Surmacz
THAT the agenda be approved. **CARRIED**

2. Minutes of August 31, September 7, September 13, September 19 and September 21, 2011 General Meetings:

MOVED: C. Woods/D. Fiander
THAT the minutes of August 31, September 7, September 13, September 19 and September 21, 2011 General Meetings be approved. **CARRIED**

3. Business Arising: None

4. President's Report:

B. Traister reported the following:

- An informal lunch meeting of the UWOFA-LA Membership and Cindy Cossar-Jones, Professional Officer, was organized to provide Members an opportunity to discuss issues that may have arisen during their return to work. Members who attended commented that this meeting was very helpful.
- UWOFA has organized transportation for all UWO Librarians and Archivist wishing to attend the University of Toronto one day Symposium – Academic Librarianship – A Crisis Or An Opportunity? The Symposium is organized around three main themes: library education and curriculum, the role of professional associations and the value of professional accreditation, and labour issues. An email message with the specific details will be sent to the Membership.

5. Chief Negotiator's Report: A. Varpalotai

The UWOFA-LA collective agreement editing committee (Bev Brereton, Elizabeth Bruton and Linda Dunn) have completed their portion of the editing process. The articles are now in the hands of the employer.

A. Varpalotai provided a brief explanation on how the two Letters of Understanding, Pay Equity Review and Workplace Climate were developed.

UWOFA-LA Board member C. McKillop thanked A. Varpalotai and the other negotiating team members for their work during the UWOFA-LA negotiations.

6. Committees mandated under the UWOFA-LA Collective Agreement:

a) Joint Pay Equity Committee as outlined in the Letter of Understanding – Pay Equity Review.

It was explained that this committee will require some expertise especially in statistical regression and UWOFA has retained the services of Jan Filman a pay equity consultant.

UWOFA's appointees: Elizabeth Mantz (co-chair), Ann Bigelow (Management & Organizational Studies), Laura Stephenson (Political Science), Cheryl Woods (Map & Data Centre).

Employer's appointees: Jennifer King (Faculty Relations), Michele Parkin (Faculty Relations). Appointees yet to be named: Member from Human Resources, Member from Library Administration and Pay Equity Consultant.

As outlined in the Letter of Understanding each party may engage additional advisors. The following are members of UWOFA's Pay Equity Review advisory committee: Don Abelson (Vice-President), Bev Brereton (Archivist), Cindy Cossar-Jones (Professional Officer), Jim Davies (Economics) and Aniko Varpalotai (Education).

b) Joint Committee on Workplace Climate as outlined in the Letter of Understanding – Workplace Climate:

The purpose of the Joint Committee will be to undertake a review of workplace climate issues pertaining to UWOFA-LA Members.

B. Traister explained that at its last meeting the Board reviewed two ways to proceed with the issue of populating the Joint Committee on Workplace Climate: the Board appoint the members, or an election be set up following the procedures outlined in the Librarians & Archivists Collective Agreement.

B. Traister went on to explain that the Board considered information provided from some UWOFA-LA Members who feel UWOFA should not proceed with an election because the Committee, like the Pay Equity Committee, needs specific kinds of people with negotiating experience and a certain kind of perspective, and an election may not speak to that. The Board also considered the other argument that there appeared to be a clear indication from some Members of UWOFA-LA Bargaining Unit that they want to have an election, for this committee if not both, and that UWOFA should respect that.

C. McKillop (Chair, Librarians & Archivists Committee) provided feedback she gathered on this issue from UWOFA-LA Members, UWOFA-LA Stewards and the Librarians & Archivists Committee. She reported that Members have commented, questioned and expressed concerns about how these Joint Committees are populated. She went on to explain that there seems to be a perception with the Membership that there is a barrier to getting onto these Joint Committees, and that their voices are not being heard.

The Membership continued to debate the issue of an election. A Member asked if there were proposals, other than an election, to populating the Workplace Climate Committee. The speaker opened up the discussion to hear other proposals to populating the Joint Committee on Workplace Climate. No proposals were presented.

The President confirmed that at its meeting of October 25, 2011 the Board reached a decision that the Joint Committee on Workplace Climate should be populated by an election. The Speaker explained that, given the Board decision, the only outstanding issue is the process of that election. The Membership discussed the idea of having candidates prepare an election statement in order to outline their potential contributions to the Committee.

MOVED: J. Fracasso/L. Olson

THAT the Librarians and Archivists Nominating Committee ask each candidate nominated to serve on the Workplace Climate Committee to provide an election statement. **CARRIED** (3 abstentions)

7. Nominating Committee Report: C. McKillop/N.Torabi

C. McKillop outlined the process of the election:

The Nominating Committee will send out a call for nominations. Once the Nominating Committee receives the nominations and determines if an election is necessary (more than three people nominated) the Nominating Committee will ask the candidates to submit an election statement. The Membership agreed by general consensus that the election would take place by electronic balloting. Based on the timeline outlined in the Letter of Understanding, Workplace Climate (The Joint Committee shall be established within 60 days of the ratification of the 2011-2015 Collective Agreement) the election must be completed by November 23, 2011. If required, B. Traister will ask for an extension.

8. New Business: None**9. Adjournment**

The meeting adjourned at 1:25 pm.