



## General Meeting of UWOFA-LA

Thursday, September 3, 2015  
3:00 p.m. to 4:30 p.m.  
University Community Centre, room 41  
(snacks and drinks will be available)

### AGENDA

1. Approval of the Agenda
2. Approval of Minutes for March 31, 2015 General Meeting – **EXHIBIT I**
3. Business arising
4. President's Report: *K. Hoffmann*
5. Chief Negotiator's Report: *J. Tennant*
6. Joint Pay Equity Committee Report: *E. Mantz*
7. Librarians & Archivists Stewards Committee Report: *C. Waugh*
8. New Business
9. Adjournment

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

Tuesday, March 31, 2015

11:30 am – 1:30 pm

Social Science Centre, Room 3018

Speaker: Peggy Ellis

President: Alison Hearn

The Speaker called the meeting to order at 11:35 am. Attendance was according to the Nominal Roll. The Speaker reminded attendees that only UWOFA-LA members were permitted to vote on motions.

**1. Approval of the Agenda:**

**MOVED:** J. Fracasso/E. Mantz

THAT the agenda be approved. **CARRIED**

**2. Minutes of March 26, 2014 General Meeting:**

**MOVED:** D. Fiander/C. Martin

THAT the minutes of March 26, 2014 General Meeting be approved. **CARRIED**

**3. Business Arising:** None

**4. President's Report:** *A. Hearn*

The President reported the following:

**UWOFA-LA negotiating team:** The members of the recently ratified UWOFA-LA negotiating team are: Jeff Tennant (Chief Negotiator), Cheryl Martin (Deputy Chief Negotiator), Ann Bigelow, Cindy Cossar-Jones, John Costella, Bruce Fyfe, Elizabeth Mantz and Melanie Mills.

**UWOFA meeting with Ontario Premier Kathleen Wynne:** During the Premier's tour of Ontario universities and colleges, Kathleen Wynne met with UWOFA. A. Hearn (President), J. Tennant (Past Present), K. Hoffmann (Vice-President) and J. Compton (Communications Committee Chair) met with Premier Wynne to discuss the rising use of contract faculty, faculty complement and higher education funding.

**OCUFA Lobby Day:** A. Hearn and K. Hoffmann attended OCUFA's lobby day. They met with Deb Matthews (Deputy Premier) and three other MPPs.

**Vice Provost and Chief Librarian:** A. Hearn, K. Hoffman and E. Mantz recently met with Western's new Vice-Provost and Chief Librarian, Catherine Steeves.

**OCUFA attended UWOFA General Meeting:** OCUFA President, Kate Lawson and Executive Director, Mark Rosenfeld spoke at the UWOFA General Meeting on March 30, 2015. K. Lawson provided an update on the latest provincial developments in higher education and on OCUFA's action priorities for the year. In particular K. Lawson reported on how OCUFA's is developing of a framework for a multi-employer jointly sponsored pension plan. The framework on the jointly sponsored pension plan should be completed by this summer.

**Communications Workshop:** UWOFA's Communications Committee along with CAUT Communications Officer, Angela Regnier organized a communications workshop. Members of the Librarians & Archivists Collective Bargaining Committee and the Librarians & Archivists Stewarts Committee attended the day long workshop.

**Vice-Provost (Academic Planning, Policy and Faculty) Selection Committee:** A. Hearn is serving as UWOFA's representative on the selection committee to replace Alan Weedon, Vice-Provost (Academic Planning, Policy and Faculty).

**Oneclass.com:** Oneclass.com is a website where students can upload lecture notes, exam reviews and exam answers and earn points that can be redeemed for gift cards. UWOFA expressed concern to Alan Weedon and Janice Deakin, Provost & Vice-President (Academic) that students may be uploading the intellectual property of faculty members. A. Hearn suggested that the university lawyer develop a letter that Members could use to request that their information be removed from the web site.

**CAUT Get Science Right:** UWOFA is planning a town hall event based on the CAUT Get Science Right campaign. This is a pre-election effort to talk about the need for science policy and science funding to be driven by scientists and not be made political. UWOFA has invited Dr. Daniel Ansari and Dr. Jeff Dixon to speak at the event. UWOFA will also invite all federal candidates in the London area to be on hand for the discussion. Possible dates for the town hall are April 21 to 24, 2015. Once a date has been finalized information will be sent to all UWOFA members.

**UWOFA Donations:** UWOFA has donated to the following:

- \$1,500 to Teaching Assistants at the University of Toronto (CUPE Local 3902, Unit 1) who have been on strike since February 27, 2015. On March 26, 2015 the membership voted in favour of arbitration and have returned to work;
- \$1,500 to Teaching and Research Assistants at York University (CUPE Local 3903, Unit 1 and 3) who have been on strike since March 3, 2015. On March 29, 2015, this group reach a tentative agreement. The membership will vote on the tentative agreement in the next week;
- \$1,500 to the University of Northern British Columbia Faculty Association (UNBCFA) in support of striking faculty members. Two weeks into the strike the UNBC administration filed an application under Section 55 of the Labour Relations Code of British Columbia which only applies to first collective agreements. Section 55 mandates that any Employer or Union in their first round of bargaining can force the strike to stop and all outstanding matters be settled by binding arbitration. Faculty members have ended the strike and have returned to work.

**President Chakma's compensation issue:** UWOFA has received an unprecedented number of emails from Members who have expressed outrage and anger about the issue of President Chakma's double payment for not taking an administrative leave. Earlier today, members of the Unity Group (a group on campus with representatives from all employee groups) met to coordinate efforts to address this issue. As well, at the March 30, 2015 UWOFA General Meeting the membership in attendance unanimously (with no opposition and no abstentions) approved that the following motion be sent to all UWOFA Members through electronic balloting:

THAT UWOFA express its non-confidence in President Amit Chakma and the Chair of the Board of Governors, Mr. Chirag Shah, for the egregious mismanagement of university funds, as demonstrated in the recent double payment of Dr. Chakma, for publicly misrepresenting the realities behind this double payment, and for their willful disregard of the university's core mission.

The electronic ballot of the above motion will be sent to all UWOFA Members by the end of day. A joint press conference with members of the Unity Group is scheduled for April 7, 2015.

**5. Chief Negotiator's Report: J. Tennant**

J. Tennant reported that UWOFA hopes to give notice of intent to bargain in early April 2015 with negotiating sessions beginning by mid May. UWOFA has agreed to conduct side table discussions on the articles *Annual Report and Review* and *Workload*. Goals for those two articles will not be developed until after discussions with the Employer.

**6. Collective Bargaining Committee Report: C. Martin**

C. Martin explained that the collective bargaining committee developed the contract goals by face to face meetings with Members, by reviewing the issues gathered by Cindy Cossar-Jones (Professional Officer) and the Librarians & Archivists Stewards Committee and by analyzing the results of the membership bargaining survey.

C. Martin reviewed the proposed contract goals as presented in Exhibit II. The proposed contract goals will be presented to the Membership for approval through electronic balloting.

**7. Librarians & Archivists Stewards Committee Report: E. Mantz**

E. Mantz thanked the members of the Librarians & Archivists Stewards Committee for their work over the last year: Fran Gray representing The D. B. Weldon Library and Western Archives; Marni Harrington who represented the Office of the University Librarian and Non-Western Libraries until her leave which began on January 1, 2015 when she was replaced by Liz Hill; Meagan Stanley representing Allyn & Betty Taylor Library; Joanne Paterson representing LIRM and Music; and John Sadler representing Business, Education and Law. E. Mantz also thanked Cindy Cossar-Jones, UWOFA's Professional Officer and Linda Dunn who served as the Librarian & Archivists member on Joint Committee. In addition to reviewing Members questions and acting as "information sources" in the different units the committee spent a lot of time discussing the negotiating process and assisting with identifying a Chief Negotiator and Deputy Chief Negotiator.

**8. Joint Pay Equity Committee Report: E. Mantz**

The UWOFA members on the Joint Pay Equity Committee continue to make progress with working through the impediments. E. Mantz reported that the committee hopes to have an announcement in the near future and appreciates the patients and support that the Membership has shown the committee. The current deadline for submission of the final report is April 30, 2015.

**9. Announcements:**

UWOFA Annual General Meeting, Wednesday, April 29, 2015, 11:30 am to 1:30 pm, Spencer Engineering Building, room 2202.

**10. New Business:**

A question was asked about whether the Librarians & Archivists unit could have a voting member of Senate. A. Hearn explained that she would look into this issue.

**11. Adjournment:**

**MOVED:** D. Fiander/V. Gray

THAT the meeting adjourn. In the absence of any objection, **CARRIED** (1:15 pm)