



General Meeting of UWOFA-LA

Friday, October 9, 2015

11:30 am to 1:30 p.m.

Arts & Humanities Building (old Ivey Building), room 1B08

(pizza and veggies will be available)

AGENDA

1. Approval of the Agenda
2. Approval of Minutes for September 3, 2015 General Meeting – **EXHIBIT I**
3. Business arising
4. President's Report: *K. Hoffmann*
5. Chief Negotiator's Report: *J. Tennant*
6. Strike Action Committee Report: *E. Marshall, D. Lucy (co-Chairs)*
7. New Business
8. Adjournment

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

Thursday, September 3, 2015
University Community Centre, room 41

Speaker: Peggy Ellis

President: Kristin Hoffmann

The Speaker called the meeting to order at 3:00 p.m. 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: M. Mills/C. Martin

THAT the agenda be approved. **CARRIED**

2. Minutes of March 31, 2015 General Meeting:

MOVED: C. Waugh/D. Fiander

THAT the minutes of March 31, 2015 General Meeting be approved. **CARRIED**

3. Business Arising: None

4. President's Report: *K. Hoffmann*

The President reported the following:

Donations: UWOFA has made donations in the amount of \$500 to the London & District Labour Council in support of the Labour Day Picnic, \$2,500 to CUPE Local 101 in support of striking inside workers at London City Hall.

Get Science Right: CAUT and UWOFA are hosting a town hall discussion on science policy and funding in Canada. The event will be held in the McKellar Room, UCC, on September 30, 2015 from 1-3 p.m. All UWOFA members will be invited. The panelists will be Dr. Daniel Ansari, Canada Research Chair, Department of Psychology, Dr. Jeff Dixon, Department of Physiology & Pharmacology and Beth MacDougall-Shackleton, Department of Biology. Local federal election candidates will also be invited and asked to speak about their position on the issue.

Maclean's magazine survey: UWOFA forwarded a message from Maclean's magazine inviting UWOFA members to participate in its national survey of universities. For the first time, *Maclean's* magazine is seeking the opinion of faculty, librarians and archivists on a variety of issues, including corporatization and equity concerns in the university. K. Hoffmann explained that UWOFA is not officially endorsing participation in this survey.

Joint Working Group on Student Questionnaires on Courses and Teaching: As part of the 2014-18 faculty collective agreement a joint working on student questionnaires on courses and teaching was established. The joint working group has completed its work and made several recommendations. A committee will be formed through the Teaching Support Centre that will have representation from across campus. This new committee will look at implementing the recommendations from the joint working group.

President Chakma salary issue: In July of 2015 UWOFA issued a report on the results of its survey that asked Members to provide feedback on issues that they thought needed improving. Issues such as, governance from the local level to up to the Board of Governance, Senior Administration compensation and the budget model. In September 2015 the Communications Committee will be re-issuing those results in a pamphlet that will highlight key points and quotes from Members. K. Hoffmann encouraged Members to provide comments about their experiences with governance at Western to the Senate created Ad Hoc Committee on Renewal. She also encouraged Members to talk to their senators about issues of concern. Librarians and archivist are represented by administrative staff, Deborah Coward and Lee Ann McKivor. Members can also talk to K. Hoffman and C. Waugh. Both have observer status which means they can speak but cannot vote on issues.

President Chakma lunch meetings: As part of President Chamka's campus consultation efforts the President has requested regular lunch meetings with UWOFA's President. These lunch meetings are in addition to the regular monthly meetings that the UWOFA President and Vice-President have with President Chakma and Provost & Vice-President Deakin. The first lunch meeting is scheduled for September 23, 2015. K. Hoffmann encouraged members to contact her with issues they may want discussed with President Chakma.

Pay Equity: K. Hoffmann explained that there has been a development and that pay equity is not over. K. Hoffmann thanked the pay equity committee members for all their hard work over the last four years and will be continuing to work on behalf of the librarians and archivists membership: Elizabeth Mantz (co- chair), Ann Bigelow, Cindy Cossar-Jones, Laura Stephenson, Cheryl Woods, and UWOFA's pay equity consultant Jan Filman.

Negotiations: K. Hoffmann thanked the negotiating team, Jeff Tennant (Chief Negotiator), Cheryl Martin (Deputy Chief Negotiator, Ann Bigelow, Cindy Cossar-Jones, John Costella, Bruce Fyfe, Elizabeth Mantz and Melanie Mills. As President, K. Hoffmann is also on the negotiating team as an ex-officio member.

UWOFA Board of Directors role in negotiations: K. Hoffmann clarified the role of the UWOFA Board of Directors during negotiations. Throughout negotiations negotiating team members are invited to attend meetings of the Board of Directors that include discussions on negotiations. Negotiating team members can then hear Board members concerns and questions and Board members can hear directly from the negotiating team members on specific issues. The Executive Committee will be on call when the negotiating team gets to key decision points.

UWOFA Video Series: UWOFA will soon be presenting its new videos series that highlights the integrated work and collaboration of librarians and archivists with faculty and students.

5. Chief Negotiator's Report: J. Tennant

J. Tennant acknowledged the Collective Bargaining Committee Members: Ann Bigelow, Cindy Cossar-Jones, John Costella, Bruce Fyfe, Fran Gray, Vince Gray, Kristin Hoffmann, Elizabeth Mantz, Cheryl Martin (Chair and Deputy Chief Negotiator), Kim McPhee, Melanie Mills and Courtney Waugh.

There have been ten bargaining meetings since June 2015. There are eighteen bargaining dates scheduled between now and October 30, 2015.

The following articles have been signed off:

- Appendix C Arbitrators
- Association Dues
- Discipline
- Discrimination & Harassment
- Grievance & Arbitration
- Intellectual Property
- Management Responsibilities
- Privacy

The following articles are in the active bargaining stage:

- Academic Fraud & Misconduct
- Appendix D Definition of "Unit"
- Appointments
- Association Rights
- Definitions
- Education Leave
- Employment Equity
- Income Security
- LU - Nominations and Elections Process
- Library Directors & Department Heads
- Pregnancy & Parental/Adoption Leave
- Promotion and Continuing Appointment
- Reassignment
- Responsibilities of Members
- Retirement & Resignation
- Vacations & Holidays
- Workload

UWOFA-LA is awaiting the Employer's initial proposal on the following articles:

- Annual Report & Review
- Compensation & Benefits
- Duration of the Agreement
- LU – Pay Equity Review
- Professional Expense Reimbursement
- Professional Leave
- Recognition
- Reduced Workload
- Working Conditions

A member asked if a Strike Action Committee had been established. J. Tennant reported that at its meeting on September 1, 2015 the Board of Directors approved appointing Elizabeth Marshall and Deb Lucy as co-chairs of the Librarians & Archivists Strike Action Committee. Work of that committee will begin in the next week.

8. Joint Pay Equity Committee Report: E. Mantz

On behalf of UWOFA's Pay Equity Committee E. Mantz reported on the activities and developments since the last UWOFA-LA general meeting on March 31, 2015.

As reported at the March general meeting, talks broke down at the Joint Pay Equity Committee meeting of March 23, 2015. UWOFA filed a complaint with Review Services of the Pay Equity Office in mid-April 2015. In July, UWOFA's lawyer confirmed that she was notified that complaint had been shared with the Employer; their response is due mid-fall. UWOFA's response is due a month later (i.e. before Christmas).

In May 2015, UWOFA suggested a return to joint talks, and proposed a compromise for reaching a settlement before the expiration of the Letter of Understanding on June 30, 2015. The Parties met five times in June, with no success. UWOFA presented its final recommendation on August 26, 2015; it was rejected by the Employer on August 31, 2015. The Parties are now at impasse.

E. Mantz thanks the UWOFA-LA membership on behalf of Pay Equity team. E. Mantz also thanked the succession of UWOFA Presidents and Board of Directors members for their unhesitating and unqualified support.

7. Librarians & Archivists Stewards Committee Report: C. Waugh

C. Waugh introduced the Librarians & Archivists Stewards for 2015-2016: Lise Doucette (Office of Vice-Provost & Chief Librarian and Non-Western Libraries), Fran Gray (The D. B. Weldon Library and Western Archives), Shawn Henriks (Allyn & Betty Taylor Library), Joanne Paterson (LIRM and Music Library) and John Sadler (Business, Education and Law).

The Committee meets once a month. The first meeting is scheduled for September 16, 2015. This year the Committee will be concentrating on member engagement activities.

8. New Business: There was no new business.

9. Adjournment:

MOVED: M. Harrington/F. Gray

THAT the meeting adjourn. In the absence of any objection, **CARRIED.**