



General Meeting of UWOFA-LA

Wednesday, April 26, 2017

12:00 to 1:30 p.m.

Weldon Library, room 258

(pizza and veggies will be available)

AGENDA

1. Approval of the Agenda
2. Approval of Minutes for October 9, 2015 General Meeting – **EXHIBIT I**
3. Business arising
4. President's Report: *A. Bigelow*
5. Pay Equity Update: *A. Bigelow*
6. Librarians and Archivists Stewards Committee Report: *S. Hendrikx*
7. New Business
8. Adjournment

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

Friday, October 9, 2015

11:30 am – 1:30 pm

Arts & Humanities Building, Room 1B08

Speaker: Peggy Ellis

President: Kristin Hoffmann

The Speaker called the meeting to order at 11:38 a.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: C. Waugh/D. Sich

THAT the agenda be approved. **CARRIED**

2. Minutes of September 3, 2015 General Meeting:

MOVED: F. Gray/L. Doucette

THAT the minutes of September 3, 2015 General Meeting be approved. **CARRIED**

3. Business Arising: None

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

The President reported the following:

Stephen Goudge Report on President Chakma's Compensation: The Goudge report on President's Chakma's compensation was distributed on September 28, 2015 by the Board of Governors to Western's community. UWOFA's response to the Goudge report can be found on the UWOFA website. UWOFA also distributed a short survey to its membership asking members to share their views on how UWOFA should proceed with this issue. The survey closes today at 4:00 p.m. The results of the survey will be aggregated and shared with the UWOFA membership.

Librarians and archivists pay equity: This issue is before the Pay Equity Commission. Both parties have submitted reports to their principles. K. Hoffmann thanked the UWOFA team for their commitment and hard work over the last four years.

Librarians and archivists negotiations: UWOFA filed for conciliation on September 14, 2015. Greg Long has been appointed conciliator. G. Long assisted with negotiating the faculty collective agreement. G. Long will be attending the October 27 and 30, full day negotiating sessions.

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

J. Tennant reported that there are five more bargaining dates scheduled in October. UWOFA recently received the Employer's full package of proposals.

The following articles have been signed off:

- Academic Fraud and Misconduct
- Appendix C Arbitrators
- Association Dues
- Discipline
- Discrimination & Harassment
- Employment Equity
- Grievance & Arbitration
- Intellectual Property
- Letter of Understanding: Annual Planning Process
- Letter of Understanding: Nominations & Elections Process
- Management Responsibilities
- Privacy
- Responsibilities of Members
- Working Conditions

The following articles are in the active bargaining stage:

- Annual Report & Review
- Appendix D Definition of “Unit”
- Appointments
- Association Rights
- Compensation & Benefits
- Definitions
- Duration of the Agreement
- Education Leave
- Income Security
- Library Directors & Department Heads
- Letter of Understanding: Pay Equity Review
- Pregnancy & Parental/Adoption Leave
- Professional Expense Reimbursement
- Professional Leave
- Promotion and Continuing Appointment
- Reassignment
- Recognition
- Retirement & Resignation
- Vacations & Holidays
- Workload (interim agreement reached on most issues)

J. Tennant provided details on the following significant issues: member protections from the effects of the anticipated library restructuring, contradictory Employer position on the academic status of librarians and archivists, salary and benefits and retirement.

After discussing the Employer’s proposals the following motion was presented.

MOVED: F. Gray/V. Gray

THAT this Assembly recommend to the Board of Directors that it conduct a strike vote. **Motion carried unanimously.**

6. Strike Action Committee Report: *E. Marshall, D. Lucy (co-Chairs)*

E. Marshall and D. Lucy were not able to attend the meeting. L. Hill presented the following report on behalf of the committee:

The following sub-committee chairs of the Strike Action Committee have been confirmed:

- Communications Committee: Marni Harrington
- Finance Committee: Rick Robertson
- Picket Committee: Debbie Meert-Williston
- Strike Services Committee: Meagan Stanley
- Transportation Committee: Liz Hill

The Strike Action Committee is considering the old Rexall Drug Store on the corner of Oxford and Waterloo Street as a possible location for the librarians and archivists strike headquarters. The building is currently being used as the campaign headquarters for an NDP candidate. The building will be vacant as of October 23, 2015. The landlord is requesting first and last month rent then if required UWOFA can rent the location on a month to month basis, providing 30 days notice to terminate the lease.

7. New Business: There was no new business.

8. Adjournment:

MOVED: M. Harrington/C. Martin

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