



UWOFA Meeting of Librarians and Archivists Bargaining Unit
Wednesday, August 21, 2019
11 a.m. to 1 p.m.
room 3315, Somerville House
(lunch will be available)

AGENDA

Call to order and land acknowledgement statement.

1. Approval of the Agenda
2. Approval of Minutes of the Meeting of Librarians and Archivists Bargaining Unit Members of April 1, 2019 – **EXHIBIT I**
3. Pay Equity Review: *L. Mantz*
4. Career Trajectory Fund: *K. Hoffmann and J. Costella*
5. Update on Negotiations: *J. Weststar and K. Hoffmann*
6. New Business
7. Adjournment

Minutes
Meeting of UWOFA Librarians & Archivists Bargaining Unit Members
Monday, April 1, 2019
1:00 to 3:00 pm
3028, Social Science Centre

Speaker: Peggy Ellis

President: Dan Belliveau

The Speaker called the meeting to order at 1:00 p.m. in Room 3028, Social Science Centre. Attendance was according to the Nominal Roll. The Speaker reminded attendees that only members of the UWOFA Librarians and Archivists Bargaining Unit were permitted to vote on motions.

P. Ellis read the Land Acknowledgment statement.

1. Approval of the Agenda

MOVED: K. McPhee/B. McMillan
That the agenda be approved.

The following change to the Agenda was accepted as a friendly amendment:

1) Add New Business, item 6.

The motion carried.

2. Introduction of New Members: D. Belliveau

D. Belliveau introduced and welcomed the following new members to the bargaining unit:
Erin Johnson
Sean McLaughlin
Kristi Thompson
Alie Visser

3. Approval of Minutes of the Meeting of Librarians & Archivists Bargaining Unit Members of April 26, 2017

MOVED: K. Hoffmann/B. McMillan
That the minutes from the April 26, 2017 Meeting of Librarians and Archivists Bargaining Unit be approved.

The motion carried.

4. Update on Negotiation Process: J. Weststar

J. Weststar identified the Negotiating Committee members: J. Weststar (Chief Negotiator), Kristin Hoffman (Deputy Chief Negotiator), Samuel Cassady, Cindy Cossar-Jones, Marni Harrington, and Brian McMillan. The additional members of the Collective Bargaining Committee: John Costella, Denise Horoky, Elizabeth Mantz, Courtney Waugh, and Cheryl Woods.

This meeting is an opportunity for members to share their input and feedback about the Bargaining Goals.

UWOFA will send notice to bargain to the employer hopefully this week. The Negotiating Committee expects to be at the negotiating table at the end of May, early June. The latest edition of the Faculty Times contains a great deal of information about the Librarians

and Archivists. This is important to build understanding and solidarity with both bargaining units. There is a Solidarity Event tomorrow, April 2, at The Wave from 3 to 5 pm.

5. Presentation of Negotiation Goals: J. Weststar and K. Hoffmann

J. Weststar and K. Hoffmann reviewed the goals for the 2019 librarian and archivists Negotiations, Exhibit II, appended to agenda.

In addition to the goals presented, the bargaining unit discussed office space, particularly during renovations.

MOVED: D. Fiander/L. Olson

That the following goal be added to the list of Bargaining Goals under Working Conditions: To ensure that individual work space adequately addresses the needs of privacy, professionalism and well-being.

K. Hoffmann explained that this goal gives the Negotiating Committee an opportunity to at least talk with the employer about office space and working conditions.

The motion carried unanimously.

MOVED: K. Hoffmann/J. Costella

That the following motion be decided by a mail ballot (online vote) of the members of the Librarians and Archivists bargaining unit:

That the negotiation goals presented are approved.

The motion carried unanimously.

6. New Business

1. Pay Equity Review: L. Mantz

The Pay Equity Committee continues to meet with the employer following the November 2018 decisions from the Pay Equity Hearings Tribunal.

2. Career Trajectory Fund: K. Hoffmann

There are two Career Trajectory Funds that were established in the 2015-2019 Collective Agreement. John Costella and K. Hoffmann are the UWOFAs representatives on the Career Trajectory Committee, Ann Bigelow is the jointly appointed chair, Karen Campbell and Catherine Steeves are the employer representatives. There has been one meeting to date. The aim is to allocate the monies as quickly as possible.

7. Adjournment

MOVED: T. Belton/S. Cassidy

That the meeting adjourn. In the absence of an objection, **motion carried** (2:20 p.m.)