

LIBRARIANS AND ARCHIVISTS COMMITTEE MEETING

19 January 2018, 9:00-10:30 a.m.

M18, The D.B. Weldon Library

NOTES

Present: Cindy Cossar-Jones (Professional Officer), John Costella, Fran Gray, Vince Gray, Shawn Hendrixx (Chair), Lina Rodriguez (Member Services Officer) John Sadler, Christina Zoricic

Guests: Kristin Hoffman (UWOFA Past President), Johanna Weststar (UWOFA Deputy Chief Negotiator)

Notes: John Sadler

Regrets: none

Approval of Agenda:

The agenda was approved.

Approval of Notes:

The notes of the 20 December 2017 meeting were approved.

Business Arising:

1. Mechanics of Retirement

To be discussed in Joint Committee Report

2. UWOFA-LA Negotiation Team (Kristin & Johanna)

Johanna highlighted for the group that the UWOFA-LA contract is set to expire in just over a year and it is time to begin planning for negotiations with the Employer. We should be thinking about who might serve on the negotiating team. There was discussion about how soon the team ought to be formed, with some support for March but others contending that holding off until May or June would be better. It was recognized that the ORI (Organizational Renewal Initiative) is slated to take effect on May 1. By that date librarians and archivists will have taken up their new responsibilities. Johanna said events will be held to bring the group together and develop solidarity. Kristin said we may want to have a retreat for the Contract Bargaining Committee (CBC) in the summer.

John C. noted that last time we had a Canadian Association of University Teachers representative run a bargaining simulation, a good way to build capacity. That's something we could look into, said Johanna. Yes, agreed Shawn. The exercise is a great idea. It gives people a sense of how things work. For this event, we'd need to have it in March, to have the CBC formed by May. Cindy said UWOFA-LA will be able to leverage the faculty Collective Agreement in the librarians' and archivists' negotiations. Johanna said she would review the timelines for the activities discussed and get back to us.

Kristin said maybe we have an open call for the workshop, then approach people to be on the negotiating team. Vince urged that we not limit the pool to just people who went to workshop. Yes, agreed Kristin, we could take that into account, allowing for the possibility of trying out for the team without being at this year's workshop.

Standing Agenda Items:

3. Stewards' Reports:

Business/Education/Law (John S.): No issues raised

Weldon/ARCC (Fran): No issues raised

Taylor (Shawn): No issues raised

OUL and Non-WL Members (Vince): No issues raised

LIRM and Music (Christina): No issues raised

4. Member Services Officer & Professional Officer's Report:

Lina reported that she had received a question from a Member about the Annual Report Review meeting, concerning by whom a Member could be accompanied and what notice has to be given. Lina said Members continue to have questions about severance.

Lina did a **mental health** presentation, explaining the ALGEE framework for mental first aid, which is based on 5 principles:

Assessing risk of suicide or harm

Listening

Give reassurance and information

Encourage person to get professional help

Encourage other supports

Lina identified several sources of assistance for Members with mental health concerns. The importance of referring Members to proper supports was stressed.

5. Senate Report: (John S.)

The last Senate meeting took place 8 December 2017. John emailed the Librarians and Archivists Stewards Committee that same day a brief report about the discussion at Senate regarding the Organizational Renewal Initiative. He paraphrased comments by Provost and Vice-President Academic Janice Deakin and Vice-Provost and Chief Librarian Catherine Steeves in response to a written question from a Faculty of Law member wondering why ORI had not come before Senate for approval. In his "What's Happening at Senate" email, sent to Members on Friday, 12 January 2018, John highlighted Senate will be considering the draft Intellectual Property Policy at its upcoming meeting this Friday, 19 January. He also reproduced a section of the minutes from the 8 December Senate meeting encapsulating Janice Deakin's comments on ORI.

6. Joint Committee Report: (John C.)

John C. recounted that questions about the mechanics of Members retiring (or taking severance) continue to be asked and answered. In one instance, a Member received information from Human Resources that was different from what UWOFA had been told but the discrepancy was soon cleared up. A person can negotiate a retirement date within the notice period, set to expire May 1. The same notice period applies to severance. When you get the final letter, there will be options. You can negotiate a severance date up to the end of the notice period. When you get the second letter, you have 20 days to respond to Vice Provost & Chief Librarian Catherine Steeves to say what you're going to do.

7. News Stories:

Parking Lot: A news story on ORI in the Winter Term.

New Business:

8. Review of Public Documents on UWOFA Website

deferred

Notes Roster:

February 21, 2017	Christina Zoricic
March 21, 2017	Fran Gray
April 18, 2017	Vince Gray