

LIBRARIANS AND ARCHIVISTS STEWARDS COMMITTEE MEETING

18 March 2015 9:05-10:30 a.m.

M-18, Weldon Library

NOTES

Present: Cindy Cossar-Jones, Linda Dunn, Fran Gray, Elizabeth Mantz (Chair), Joanne Paterson, John Sadler

Regrets: Elizabeth Hill, Meagan Stanley

Recorder: John Sadler

1. Approval of Agenda – The agenda was approved.

2. Approval of Notes of 21 January and 18 February – The Notes were approved as written.

3. Stewards' Reports:

Question from Fran (Weldon / Archives): Is uwofa-la email alias up-to-date?
Answer: Yes.

Joanne (LIRM / Music): No report.

John (Business / Education / Law): No report.

4. Professional Officer's Report:

Cindy reported that the decision of the arbitrator, Maureen Saltman, in the grievance regarding Association Rights has still not been released. It is unknown when the decision will be handed down.

Cindy asked at Joint Committee about what had been the third librarian position at the Law Library until the incumbent left the university. Michele Parkin responded saying "There is no librarian vacancy in the Law Library. The Employer does not work with the notion of a staff complement". Linda Dunn added that Taylor Library had had a similar experience with vacancies, in that the Employer did not recognize that the library had a complement of a certain number of positions to be maintained in the unit.

5. Business Arising:

- a. Communications Workshop – thoughts/comments/ideas coming out of the 24 February session.

Fran commented that it was a useful session "but where is it going"? Elizabeth M. asked, "What is our "negotiating story" going to be"? John thought the simulated media scrum was good practice for the UWOFA Vice President, in anticipation of answering reporters' questions in the future.

b. Possible LASC activities re: JCWC recommendations:

- engage L/A in discussing the process and accountabilities for participation and assignment to UWOFA/UWOFA-LA Committees.
- engage L/A in discussing the process and accountabilities for the negotiation process.

There was a discussion about how UWOFA-LA prepared for contract negotiations in the past and how it might proceed in this round of bargaining. It was noted that “coffee groups” (composed of librarians and archivists, as well as faculty members) got together during past negotiations to work on the language of a particular article. Preparations for this round of negotiations has followed a different process.

Members were surveyed twice to identify issues; the Collective Bargaining Committee hosted a series of 6 face-to-face meetings with different groups of stakeholders.

The role of a General Meeting for UWOFA-LA was discussed to inform Members about the results of those consultations. It was agreed the Stewards could take a more active approach by holding sessions on specific articles in the Collective Agreement. To get representatives on committees we need to get the word out to Members what committees do, how they are populated. This could be done through a brochure and encouraging Members to call their Stewards.

A technique used effectively by UWOFA-F is to have committee chairs deliver oral reports at the Annual General Meeting on committee activities.

UWOFA-LA Collective Agreement-mandated committees are listed with their membership compositions on Western Libraries Intranet (e.g. Appointments Committee, Committee on Promotion and Continuing Appointment, Libraries Workload Committee, Workload Review Committee).

6. New Business:

- a. Fran reported a first package of proposed bargaining goals will be sent to the UWOFA Board for approval at the 19 March meeting.
- b. The UWOFA-LA GM will take place in March (after the Board meeting), during which the goals will be presented to Members. A ratification vote will occur afterward.

7. Announcements:

The Office of Faculty Relations has revamped its “Librarians & Archivists” web page, http://www.uwo.ca/facultyrelations/libs_archs/index.html, with new photos of our Members performing librarian/archivist functions.

8. Questions:

John mentioned his email exchange with Jennifer King about redoing the key dates in the UWOFA-LA Collective Agreement document. The original document listed action dates in the order in which they appear in the Collective Agreement, as opposed to a chronological order. Jennifer agreed with the suggestion to put the items in chronological order and will ask her staff to do this.

9. Items on Hold: None.

10. Next Meeting:

Date: 15 April 2015; 9:05 am – 10:30 am

Location: Weldon, M-18

Recorder: Meagan

Regrets: Cindy and Fran

Postscript: The April 15 LASC meeting was subsequently cancelled, as was the May 13 meeting. The next LASC meeting is scheduled for May 6.