

Librarians and Archivists Stewards Committee (LASC)
October 14, 2015, Weldon M18

DRAFT Notes

Present: Cindy Cossar-Jones, Fran Gray, Shawn Hendrikx, John Sadler, Courtney Waugh (Chair)

Regrets: Lise Doucette, Joanne Paterson

Recorder: Shawn Hendrikx

1. **Approval of the Agenda**– the agenda was approved
2. **Approval of Notes of September 16, 2015**–the notes were approved

Standing Items

3. Stewards' Reports

John (Law Library) – Question of access to PER funds. UWOFALA members have not had access to PER funds since July 1st. Cindy explained that the PER funds are being held until after ratification of a new collective agreement. Members will not lose the value of these funds.

4. Professional Officer's Report

Cindy –

The arbitrator's ruling has yet to be announced regarding whether 3 positions should be members of UWOFALA. These positions are Head, RSS for Weldon & Taylor, as well as the Resource Coordinator position in the Student Success Centre.

The employer's grievance regarding pay equity was denied, so the grievance process will proceed to step three.

Due to negotiations, no librarian issues were brought forward at the Joint Committee meeting with the employer.

5. Senate Report – September 18

Courtney –

The employer provided an apology for removing placards during the spring senate meeting.

The Goudge report was not on the meeting agenda for the October 16th Senate meeting, however UWOFALA is planning to submit questions about the report in advance of that meeting.

Courtney and Kristin met with the Senate ad hoc Committee on Renewal to voice UWOFALA's concerns about shared governance.

Courtney will look into whether senate committee members must be members of senate.

Business Arising:

6. LASC Academic Freedom speaker update

Courtney consulted Kristin Hoffman about inviting Mary Kandiuk to speak about Academic Freedom.

The speaker request will go to UWOFALA Executive for approval.

7. Chakma follow up – Equity reports (Shawn)

Shawn asked Debbie Meert-Williston about her efforts on the Employment Equity Committee to include members in equity reports and exit interviews. Debbie has repeatedly brought this to the Committee's attention without success, and she recommended that LASC ask UWOFA or Catherine Steeves to formally request this. Cindy explained that exit interviews for librarians had been brought forward to Joint Committee without success. Cindy noted that faculty are also not interviewed. Page 109 of the current UWOFA-LA collective agreement under "Information" stipulates the information the employer must provide to the association. None of the fields answer why a member chooses to resign. LASC then discussed whether the current statistics for librarians are compiled under staff. Courtney will ask Debbie for further information regarding the equity reports.

8. Update on Negotiations

The General Meeting on October 9th provided an update for members. Topics included library system reorganization and job security, the linking of promotion and continuing appointment, and compensation. Members present unanimously agreed to hold a strike vote to support the efforts of the negotiation team.

New Business:

9. Follow up to Joanne's email re: Western Libraries retweeting practice

Western Libraries was asked by a Member to re-Tweet the UWOFA-LA videos promoting the work of Librarians and Archivists. This request was denied by Western Libraries with the following rationale: "As a matter of practice, we do not share/tweet/post content from any employee group pages (e.g. UWOFA, UWOSA, CUPE, etc) on official Western Libraries social media accounts."

Western Libraries' administration holds the right to establish social media practices. It is unfortunate that WL chose not to highlight the successes of Librarians & Archivists.

10. Justice Goudge Report

LASC briefly discussed the report.

Other Business:

LASC discussed representation on Joint Committee. Following the ratification of a new Collective Agreement, the UWOFA President will appoint a new member of Joint Committee

Next Meeting: November 18, 2015

Notes: Lise