

LIBRARIANS AND ARCHIVISTS COMMITTEE MEETING

20 December 2017, 9:00-10:30 a.m.

M18, Weldon Library

Present:

Notes: Vince

Regrets: None

Approval of Agenda: approved

- Added

Approval of Notes:

- Change item 7.3 – additional alternates – for Appts Cmtte, not search committees
 - o “On the Appointments committee” not “on the Search Committee”
- - message was not shared with employer – removed from notes
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Business Arising:

1. Mechanics of Retirement and Severance

- Message that was approved was shared with Members and with Senior Leadership
 - o Concern was explained: if April 30 (e.g.) is end of notice period, what happens if provide 3 months notice? What happens if provide 1 day notice? Is there a defined notice period
 - o Matter has not been taken forward to Joint Committee, which wants to deal with specific situations rather than hypothetical situations
 - o Question raised: why concern by member?
 - Process, 6.1 in article Reassignment – may elect to retire with salary “in lieu of notice”
 - o Assure that letter of understanding outlines clauses change, but contains some ambiguity
 - Recommend Members approach union if considering retirement due to concern that letter of resignation would not give up any rights to future payouts (pay equity/pay adjustment)
 - o Concern expressed about not being represented after retirement if conflict over retirement issues
 - absolutely not the case – will be represented by union if concern has merit
 - o Recognition voiced that librarians are concerned with ambiguity
- Key concern should be with getting different messages from different people
 - o E.g., if approach HR and hear something different
 - o Some indication that a member planning to retire has received diverging information from HR
- Question about severance: still goes back to timing, which has been raised at JC
 - o have had discussions re timing with members
- Noted the forum coming up in February – librarians’ retreat
- Situation similar to faculty (i.e., Members are asked to contact union re retirement or severance)

2. Technical Aspects of ARR Form

Member responses: very little feedback

- Electronic signatures / checkbox instead of real signature possible?
 - o Could form be completed in Word vs PDF, or are members resigned to using PDF?
- Concern over number of copies
 - o Proposal that only one final paper copy be signed; to be discussed in next CA?
- Possible to create a space for Member and Employer to access final document online, rather than ask to see file?
- What is the mechanism for changing these? Originally created by working group created by joint committee, but work of group has ended: will need to bounce off JC

3. UWofA Board Appointments Confirmed: Johanna Weststar as CN and Kristin Hoffmann as DCN
- 2019 negotiating round

Standing Agenda Items:

4. Stewards' Reports:

Business/Education/Law (John S.): no concerns raised

Weldon/ARCC (Fran)

Vacant roster positions when new heads take role; employer may choose whether to make them available for reassignment, if so, when?

- o will be discussed at JC this morning
- o Concern that if positions are not filled, some of the chairs have been pulled out in the game of musical chairs
- o Pledge had been made by Admin that “no librarian/archivist would be left behind”

Taylor (Shawn): no concerns raised

OUL and Non-WL Members (Vince): no concerns raised

LIRM and Music (Christina): no concerns raised

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

- proceeding to arbitration on Manager, Resource Support Services

Lina: voicemail from member: questions about retirement, answered by Shawn – did not hear back;

Member's questions were answered by Shawn's e-mail

6. Senate Report: (John S.)

- December 8 – why ORI being an academic matter was not passed by Senate
- Janet Deakin – didn't extend to operational member

7. Joint Committee Report: (John C.)

- Compiled note on where are in ORI process; included Fran's questions

8. News Stories:

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

New Business:

- Christina's message re severance
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Notes Roster:

January 17, 2017	John Sadler
February 21, 2017	Christina Zoricic
March 21, 2017	Fran Gray