

LIBRARIANS AND ARCHIVISTS STEWARDS COMMITTEE MEETING

April 17, 2024 9:30 – 11:00 a.m. ZOOM

Present: Leslie Thomas (Notes), Shawn Hendrikx, Courtney Waugh, Bethany Taylor, Brian McMillan, Christy Sich, Matt Barry

Guests: Melanie Mills

Regrets: Denise

Approval of Agenda: Approved

Approval of Notes: Approved

Business Arising from Previous Meeting:

1. Support for recently negotiated processes (Leslie, Denise, Courtney)

Previous Action: Courtney and Matt will design a survey to determine what sorts of things people want to learn more about in a Lunch & Learn series, and then we can take turns putting together sessions on the most requested items.

Standing Agenda Items:

- 1. User Experience and Student Engagement (Matt):** No report
- 2. Teaching and Learning (Denise):** No report
- 3. Research and Scholarly Communications and FIMS (Courtney):** No report
- 4. Collections Management, Discovery and Access (Shawn):** No report
- 5. Archives and Special Collections (Leslie):** No report
- 6. Members Services Officer Report (Lina & Tolga):** Some queries about a few articles in the new CA. Information for mental health provisions has been updated to the OFR page. https://www.uwo.ca/hr/benefits/your_benefits/librarians_archivists.html
https://www.uwo.ca/hr/form_doc/benefits/doc/booklets/librarians.pdf
- 7. Senate Observer (Roxanne & Courtney):**
- 8. Joint Committee Report (Brian):**
 - The career trajectory fund process won't be dealt with before Catherine leaves.
 - The final version of the CA has been posted to the OFR site. Some page numbering issues, but otherwise, it is correct
 - Job descriptions, April 30 deadline. SLT has finished and submitted the job descriptions to OFR and they have been made available to UWOFA for review. There is no review process for members before they are completed. There are articles already in the collective agreement to challenge the job description
 - Transition to biennial review. Intend to make assignments by Friday
 - OFR will send out a message to members concerning the streamlined promotion process.

- Robert Monti asked if there should be one member each from UWOFA and UWOFA-LA for the daycare committee.
 - Change in Faculty Staff Health Practice. Faculty who retire will no longer be able to receive services after retirement. That policy needs to be communicated
9. **Board of Directors (Shawn, Courtney, & Christy):** No report
10. **Communications Officer (Bethany):**
- Members can get a print copy of the new CA.
11. **Mobilization Report (David & Christy):**
- **L&A Support for PSAC**
 - They need picketers on Friday at 1 pm for the senate meeting at the Great Hall.
 - We should show our support for PSAC. A date will be selected for us to show up as a group to picket.
 - L&A can show our support for FIMS members of PSAC specifically by picketing with them.
 - An invitation will be extended to UWOFA-LA members for a specific day and time to picket as a group. It matters that we show up substantively.
 - Melanie is willing to coordinate UWOFA-LA sign-making at FIMS beforehand
 - Bethany can provide swag, flags, etc.
 - Melanie will reach out to Jack for FIMS locations
 - If you are going out with the picketers, let Bethany know so you can get a UWOFA flag. The office opens at 8:30, although someone may be there earlier.
12. **Librarians & Archivists Forum (All):** Nothing to report

New Business:

13. **UWOFA-LA Communications, Processes, and their Impact on the FIMS Constituency (Melanie)**

Currently, communications related to UWOFA-LA matters are not consistently distributed to FIMS constituents (e.g., the FIMS UWOFA-LA Member, the FIMS Dean, or FIMS administrative support staff). The FIMS Dean and UWOFA-LA Librarian are routinely omitted from communications (e.g., emails, agendas, and online feedback forms) related to provisions and processes that derive from UWOFA-LA CA; this occurs both with matters that are initiated by UWOFA-LA Members employed by Western Libraries, as well as members and representatives of Western Libraries' administration (i.e., the Senior Leadership Team, SLT's administrative support staff). The result is inequitable participation in the BU for the FIMS constituency. Though there is recognition that the exclusion is not intentional, the practice is persistent and untenable.

Action: Any and all communications related to the UWOFA-LA CA, and/or which impact

all UWOFA-LA Members and/or administrators who supervise UWOFA-LA Members, must be distributed to all constituencies (e.g., Western Libraries and FIMS UWOFA-LA Members, WL' and FIMS Administrators, and WL' and FIMS administrative support staff). This is a shared accountability. The onus should not rest on FIMS constituents to ensure inclusive communications practices.

Action: The Chief Steward will arrange for a meeting with the VP&CL and FIMS Dean to apprise them of the issue, and to request a commitment to inclusive communications practices in future.

14. June 19th Lunch Meeting?

- Shawn will make arrangements for a lunch meeting at the Grad Club on June 19th.

Action Item: Shawn to add Brescia librarians to the email aliases.

Note-taking roster for upcoming meetings:

Matt Barry
Denise Horoky (notes)
Leslie Thomas (next)
Courtney Waugh