

## **CUPE 3903 Unit 4 (NEW) – Part-time Librarians**

### **Bargaining Update No. 10.**

**Meeting: Tuesday, May 25, 2016.**

**Location: York Lanes YL280A**

#### **Present:**

#### **CUPE 3903 & CUPE 3903 Unit 4:**

David Montgomery (Bargaining Team), Guylaine Petrin (Recording Secretary), Mike Palamarek (Unit 2 Representative), Raj Virk (CUPE Staff Representative), Sandra Hudson (CUPE Staff Representative).

#### **The Employer:**

Joy Kirchner (University Librarian, York University Libraries), Steve Dewar (Executive Officer, Office of the University Librarian), Barry Miller (Executive Director, Department of Faculty Relations), Rob Lawson (Associate Director, Department of Faculty Relations, Norah Shaw (new hire, Assistant Director).

#### **Meeting Synopsis:**

On Tuesday, May 25, 2016 we resumed bargaining.

The Employer presented a counter-proposal to our Qualifications article. This was accepted as satisfactory.

They did not offer a counter-proposal to our Academic Freedom article. This was noted.

In addition, the employer tabled article proposals for "Roles and Responsibilities" and "Compensation". These were woefully inadequate. Our CUPE representative respectfully asserted that with the submission of these articles the Employer had demonstrated a determination to treat Unit 4 members as "second-class citizens" within the York Library system and its greater academic community.

The Employer again attempted to embroil us in a discussion highlighting an uninformed and limited view of librarianship and professionalism. This discussion was rebuffed. Our Bargaining Team holds fast to our position that as accredited library professionals we are the professional equals of our full-time colleagues ("a librarian is a librarian") and that we are to be viewed as such in terms of status and compensation. In our view, further discussion along these lines is counterproductive.

Time permitting, our counter proposals will be tabled at the next meeting.

We will post the location and time of upcoming meetings on this listserv as that information becomes available. As always, times and locations may be subject to change so please double check with David, Sharona, or Guylaine if you plan to attend.

As a member the CUPE 3903 Unit 4 – Part-time Librarians Bargaining Team I would like to sincerely thank Guylaine Petrin (Recording Secretary), Raj Virk (CUPE Staff Representative), and Sandra Hudson (CUPE Staff Representative). Special thanks to Jen Grant for her input and Mike Palamarek (Unit 2 Representative) for his support. As always, the presence of members from our unit during meetings has proven effective -- their input and reflections have continue to prove invaluable.

Please feel free to contact the bargaining team with questions and suggestions – all input is appreciated.

Sincerely,  
David Montgomery  
CUPE 3903, Unit 4 Bargaining Team