

# NEWSLETTER








JULY 1997

## MUFA Librarians Ratify Agreement

On June 23, 1997, the MUFA Librarians ratified an agreement which included a two-year salary and benefits settlement, an official acknowledgement of the essential role of librarians as part of the academic community, and the mandate and membership of a Librarians Classification and Salary Administration Review Committee.

### Salary and Benefits, 1997/1999

. The two-year Salary and Benefits agreement closely parallels that signed by faculty members earlier this year. As a result, there will be:

-  a one-time payment of 0.5% of the 1996/97 salary effective June 16, 1997
-  a 1% across-the-board increase and salary range adjustment effective May 1, 1999
-  a merit pool of 1.8% in 1997/98 and 2% in 1998/99, with merit awards being calculated and included in nominal pensionable salary from June 16, but payment effective December 16
-  an employee pension holiday of 50% of employee contributions both years
-  a new Professional Development Allowance in the amount of \$500 for 1997/98 and \$700 for 1998/99
-  one unpaid day on December 24, 1997
-  all benefits (except modem pool funding) agreed to in the 1997/99 faculty settlement

The one outstanding issue is the adjustment of salary scales ("pay lines") for librarians. The Administration/ Faculty Association Librarians' Negotiating Committee will reconvene after the conclusion of the Pay Equity process to make a recommendation to the Board of Governors. The recommended year one increase will be no less than the December 1995 to December 1996 increase in the CPI (2.2%). In year two, the recommended increase will be equivalent to the December 1996 to December 1997 All Canada CPI plus 1%.

### Academic Roles and Responsibilities of Librarians

A major achievement for librarians was the recognition of their academic status and their role in achieving the academic mission of McMaster University. Academic status includes the recognition of their role as encompassing professional practice, research, and other intellectual and professional activities, with the flexibility to coordinate these activities within the operational requirements of the Library; paid development leave and a professional development allowance; the extension, modification and application of relevant policies and procedures governing the teaching faculty; classification and compensation systems that provide remuneration based both on position responsibilities and on personal career development; eligibility for service on academic committees and bodies; and negotiation of salary

and benefits in the context of remuneration to the teaching faculty.

## **Librarian Classification & Salary Administration Review Committee**

In order to ensure that the classification and compensation systems integrate and remunerate both position responsibilities and personal career development, a review of the current systems for librarians will take place. Particular attention will be paid to the way in which librarians are classified at McMaster and at other appropriate universities in light of their academic status; changes in the way other positions are classified at McMaster; identification of the strengths and weaknesses of the current system; and the integration in as seamless a manner as possible of all of the elements of the classification and performance evaluation systems. The committee is to make appropriate recommendations to the Provost by January 15, 1998.

## **The Negotiation Process**

The Administration/Faculty Association Librarians' Negotiating Committee consists of Liz Bayley, Bernadette Lynn, Les Robb, and Carl Spadoni representing MUFA, and Graham Hill (University Librarian), Jim Johnson (past Dean of Social Sciences) and Michael Ouellette (Human Resources Administrator, Libraries) representing the Administration. As the notes of the sixth meeting stated:

The negotiating committee concluded the first ever round of Librarian negotiations well before the planned end of the day, having achieved a great deal in six relatively short negotiating sessions.

On-going tasks include formulating a policy for the Professional Development Allowance, and examining other faculty and staff policies for review in the Fall.

*Liz Bayley*

*MUFA Librarians' Negotiating Committee*



## **New Member-at-Large**

David G. Jones, an assistant professor in the Department of Computer Science and Systems, joined the MUFA Executive as a member-at-large on June 27. He replaces Fred L. Hall, who resigned because of the increased responsibilities and time commitment associated with his appointment as Director of the new School of Geography and Geology.


A native of Toronto, Dr. Jones did his doctoral studies at Stanford University, and held a post-doctoral fellowship at U.C. Berkeley before taking a faculty position at McGill University. He joined McMaster in 1994, and is currently doing research in computational vision. Members may have heard or read media interviews with Dr. Jones on issues relating to civil liberties in cyberspace in his role as President of Electronic Frontier Canada.

*C. Beattie, MUFA President*



## **Disabilities Awareness Week 1997**

## Bridging the Gap between Faculty & Students

 From September 22 to 26, 1997 the McMaster Special Needs Association (MacSNA) will be presenting Disabilities Awareness Week in conjunction with the Centre for Student Development.

What, you may ask, is this doing in the MUFA *Newsletter*? Students, not faculty, seem to be the focal point of the week. Indeed, students are heavily involved in this series of events -- MacSNA is a student organization and the name Centre for Student Development speaks for itself. Ultimately though, it seems to me that a university should be a community -- a community of people united by the desire to learn, not only about academic disciplines, but also about each other.

**Speaking for itself...speaking for oneself.** Yes, self-advocacy is an important aspect of raising **awareness**, but it is not all that productive for students with disabilities to speak only amongst themselves. To extend this idea, it is not all that productive for students in general to speak only amongst themselves. So we ask you, the faculty, our professors, those sometimes intimidating vast stores of knowledge, to **speak** with us, to **listen** to us, and just maybe you will **learn** from us.

Consider that there are **over 300** students with disabilities who attend McMaster University. Consider that any of these students could easily land in your classrooms. Consider that these students have chosen to pursue a university education, many of them conscious of the extra challenges that they will face because of their disabilities. We ask you to reward their **courage** by considering their differing **perspectives**.

The spirit of Disabilities Awareness Week is one of **community** -- we truly do want to "**work together to learn together**". Spread the word. **Watch** and **listen** for more details in September.

**Monday, September 22**, 1-4 pm, The Disabilities Simulation Endurance Race; **Tuesday, September 23**, 10 am to 3:30 pm, Supplier/Agency Fair, Ewart Angus Centre; **Wednesday, September 24**, 7:30 pm, Wheelchair Basketball Game, Burrige Gym. For more information, or if you are interested in **participating** in the Disabilities Simulation Endurance Race, please contact Carolyn You at extension 27550 or 24711.

*Carolyn You*  
*Coordinator, Disabilities Awareness Week*



## BALLOT RESULTS

### PENSION PLAN

I have counted the ballots which were distributed to all full members of the Faculty Association on May 26, 1997 requesting a YES or NO response to the following question:

*I approve the Proposal contained in A. L. Darling's memo to the Finance Committee dated May 15, 1997 which would result in five plan changes that will increase the liabilities of the Pension Plan by approximately \$4 million and will allow the University to pay from the Salaried Pension Plan the remaining CPP bridge benefits from July 1997 onwards to those who retired in the early retirement program of 1996 and 1997.*

### RESPONSES

**Yes 176, No 10, Spoiled 1**

**Total Ballots Cast 187**



## **LIBRARIAN REMUNERATIONS**

I have counted the ballots which were distributed to all librarians who are full members of the Faculty Association on June 12, 1997 requesting a YES or NO response to the following question:

*I hereby approve the Agreement regarding Remunerations for the period July 1, 1997 to June 30, 1999, the Definition of the Academic Roles of Librarians, and the Establishment of an LCC Review Committee reached in the Administration/Faculty Association Librariansp Negotiating Committee on June 9, 1997.*

### **RESPONSES**

**Yes 19, No 0, Spoiled 0**

**Total Ballots Cast 19**

David Santry, Returning Officer