

**CUPE 391 (Gibsons & District Public Library sublocal) Minutes -  
February 2, 2009 – 10:30am.  
(with notes from Peter DeGroot)**

**Present:** Alex Youngberg, Lynda Carlson, Steven Turner, Peter DeGroot, Randy Gatley, Elektra Harris, Mark Whittam, Carole Doerksen, Laura Houle, Stu Young, Maureen Young, Lisa Desaulniers, Patricia Swadden, Eileen Hare

**Regrets:** Laura Safarian, Todd Wong, Inder Pannu

**1. Additions / Changes to the Agenda**

- The agenda was adopted as amended.

**2. Gibsons Job Description**

- The staff situation at Gibsons Public Library was described: there are three qualified librarians, two of whom are working at Library tech positions.
- Is there a requirement for a classification review for the people who are qualified to be librarians? Not necessarily.
- There are fundamental differences between VPL and GDPL. Positions within VPL are very specific, and GDPL positions are more fluid with overlap of duties between circulation and reference tasks. Thus these positions are similar to VPL's library technician position.
- Because it is such a small staff, Gibsons Library positions do not have increments
- Gibsons Library uses Job Descriptions (which do not include percentage of time spent on duties, as they can vary dramatically daily) rather than Classification Specifications, which would be broader in scope.
- The new building for Gibsons Library will not be done for at least 5 years, so it is unlikely that the staffing levels will change until then.

**3. Grand Forks**

- CUPE local 391 has sent \$1,500.
- Jim Gorman, from CUPE Library Committee, has requested library locals to send financial support.
- There are two small stand alone public libraries in BC (Grand Forks and Fernie); both recently in negotiations
- The employer for both hired (the same) adversarial negotiator.
- Fernie has now settled.
- Grand Forks was locked out. But the lockout has ended, and they are now on strike. This information needs to be confirmed.
- There are only 5 members in Grand Forks.
- One member of CUPE local 391 proposed going up to Grand Forks to support the membership there. We will wait until we hear from them.
- There are multiple ways to show support to the local. Any ideas should be forwarded to Alex. One idea was to set up a picket at the Vancouver office of the law firm representing the Grand Forks employer.

#### **4. Union Committee Structure**

- The question arose about how bookoff could be arranged for someone from Gibsons to attend a course.
- There is legislation that dictates what committees must exist (ie OH&S).
- There is a collective agreement that dictates what other committees exist. (ie Bargaining, Grievance)
- There is a constitution that dictates what other committees exist. (ie Wellness, Party)
- The union will always support training opportunities. There must be levels of transparency. Should people want to take a course, then approach the Exec with the proposal stating the interest. If funds are available then it will be approved.
- Elektra shared the grassroots evolution of the Wellness Committee. They have done some creative things including walks through the city, and having yoga classes.
- A committee can be formed to address any issue whether directly union related or not.

#### **5. Sechelt Library**

- The workers there have a benefit package.
- They have not expressed interest in organizing, and seem to be content with their package.
- They are getting a new chief librarian soon. The current chief librarian is very nice.
- Lynda will show Elaine, who works at both libraries, both contracts to see if there are significant differences.

#### **6. Gibsons Elections**

- There is a challenge to 4 councillor position from the recent municipal election.
- Unofficial results and official results were different.
- The numbers between the two results were different.
- The increases were uneven leaving questions to the electoral.
- Council is library friendly. The division in Gibsons is between pro development and con development.
- The new library board will start in February. Board members are elected to their positions, not appointed as is the case in Vancouver.

#### **7. Adjournment** at 11:25 a.m.

## **CUPE 391 (Gibsons sublocal) Minutes - March 23, 2009 – 12:45p.m.**

**Present:** Lynda Carlson, Carole Doerksen, Eileen Hare, Laura Houle, Siobhan Smith, Patricia Swadden, Maureen Young, Stu Young  
Alex Youngberg from VPL, Jim Gorman from CUPE

### **1. Additions / Changes to the Agenda**

- The agenda was adopted as is.

### **2. Minutes of previous meeting**

- Adopted as is.

### **3. Matters arising**

- Current situation at Grand Forks: went back to mediation mid-March; employees were allowed back to work. The employer has backed off some concession demands. Buyout packages may be proposed for some employees. Hopeful for conclusion soon.

### **4. New Business**

- a) Change of working hours (Sunday openings changing from winter-only to a one-year trial basis; Thursday evening closing, causing cutback of staff hours to pay for new staff as insufficient existing staff chose to work Sundays)
  - Suggested that our hours could be cut back only until October, when funding returns. Funding may not return.
  - Were all staff given the choice to work Sundays? Yes.
  - Details from “Technological Change” section 54 of BC Labour Code were explained. This article is mistitled, in fact refers to any change affecting significant number of employees. Act calls for 60 days written notice, consultation with union, and creation of an “Adjustment Plan”. Is this a ‘significant number’ of employees?
  - Possible option 1.: Sunday openings funded elsewhere in budget. It is stated that Budget has been cut; this is questioned and confirmed. Not a viable option.
  - Option 2.: availability of grants. See PLSB website for grants for communities under 15,000 people; various Operating grants; Equity funds for collections, programs and research; Federal grants from HRDC for patrons doing job searches; CAP funding. Some of these we may already be receiving.
  - Calculations are presented showing amount required to stay open is less than the amount of wages saved by reducing hours.
  - Suggestion that staff make a presentation at upcoming Board meeting. It is decided this would not be correct sequence – discussion with employer should first be proposed and then, if a discussion is rejected, make presentation to Board.

- Suggestion that staff could lobby Board to lobby government for increased funding at upcoming BCLTA meeting.
  - Option 3: every staff member takes a one-hour reduction in working-hours, or every staff member makes a wage concession.
  - Option 4: staff members rotate Sunday coverage.
  - Will we get our hours back at end of trial period? Need to clarify if staff will have input during post-trial evaluation.
  - Sublocal chair and Shop steward will arrange meeting with Chief librarian. Grant information will be supplied, and two options suggested (Sunday rotation and One-hour time cuts)
- b) Temporary assignment for Office Administrator/Circ Clerk on medical leave:
- Someone currently in a casual position has been interviewed. Does this mean she is guaranteed the position? The Code says that as the only internal candidate, as long as she can prove she is qualified she should get the position. If she doesn't, this can be grieved.
  - Is a probation period still required for an internal posting? Yes, and the probationary wage rate will apply.
  - Can banked sick time be used to cover part of the medical leave? This will be verified.

**Adjournment at 2 p.m.**

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**CUPE 391 (Gibsons sublocal) Minutes -  
April 20, 2009**

**Present:** Lynda Carlson, Carole Doerksen, Laura Houle, Pat Swadden, Maureen Young, Stu Young.

Called to order at 1:30 p.m.

**1. Additions / Changes to the Agenda**

- The agenda was adopted as is.

**2. Minutes of previous meeting:**

- In 4. New business (a) Change of working hours, pt. 2,  
-insert "eligible" to read: "Were all eligible staff given the choice to work Sundays? Yes."

- In 4. New business (b) Temporary assignment for Office Administrator/Circ Clerk on medical leave.
  - amend “probation” to “trial”, to read: Is a trial period still required for an internal posting? Yes, and the probationary wage rate will apply”.
- Add “Lynda received grant information from VPL and will pass this on to the Chief Librarian.”

### **3. Report from the Chair and associated discussion**

- Sunday openings were discussed at the Joint Labour-Management meeting with the Chief Librarian, including the desirability of a title change for Collective Agreement article 20.03 “Technological change”, to broaden the scope implied.
- We would like to be involved in the evaluation of Sunday openings at the end of the year and need to be properly informed under section 10.
- The sources of funding required for Sunday openings were discussed.
- Monies from the Regional District will definitely be reduced in 2010; the Chief Librarian doesn’t know by how much.
- There was discussion on the topic of staff other than Joint Labour-Management Committee members being called in during meetings. It was suggested that collegial rather than confrontational staff- management relations are probably the most effective.
- Regarding reduced staff hours, suggestions were given as to how staff hours could be restored, including the possibility of Monday openings.
- Are regular staff members allowed to be added to the casual on-call list?

### **2. Election of Officers**

- Chair: Lynda Carlson
- Shop Steward: Carole Doerksen
- Recording Secretary: Stu Young

These are all one-year terms.

**Adjournment at 2:10 p.m.**

## **CUPE 391 (Gibsons sublocal) Minutes - November 2, 2009**

**Present:** Lynda Carlson, Carole Doerksen, Eileen Hare, Laura Houle, Maureen Young, Stu Young

Called to order at **11:45 a.m.**

### **1. Additions / Changes to the Agenda**

- The agenda was adopted as is.

### **2. Minutes of previous meeting**

- Minutes of April 20 meeting not available. Apologies from the Secretary.

### **3. New Business**

- Report from Joint Labour/Management meeting of Fri. Oct. 30
  1. Proposed Monday openings: This may begin in the new year, and tentative staffing schedules show a change of hours to later opening times. Chief librarian quoted as saying “Staff hours will not be cut”.
  2. Children’s librarian temporary replacement during maternity leave: Concern is expressed that this position is being extended at its full 28 hours/week level until the end-of-year in spite of the fact regular staff hours were cut due to “lack of staff budget”. Funding details for the temp position extension are vague. Concern also expressed that casuals will see a decrease in their hours as a result.
  3. Self-serve (‘Express’) Checkout machine to be installed: It is expected this will not significantly reduce staff hours, as patrons will still require help with this and many loanables (ILLs and DVDs) will not be able to be checked out on the self-serve.
  4. Imposition of new Primary and secondary labour division among Circulation staff: Agreed this is not working well. A wall mirror has been proposed to enable the primary (standing at the counter) circ person to at least file DVDs while maintaining her “at ready” demeanour. Frustration expressed with having to work amidst the desk chaos that results from the secondary circ person having to do all the checking in, phoning, new book placing and shelf-tidying while the primary is forced to idle at the Circ counter.
  5. Library Expansion: Has not been approved, awaiting the outcome of the Harbour Vision plan. The User surveys that are being collected during new patron signups cannot currently be collated due to a Sitka problem. Library Board has been asked by the Town to contribute a sizable sum from the Library budget to help pay for the Harbour Vision planning process.

6. Sunday openings: The current trial period ends in March, at which time a decision will be made to continue or not. It is suggested that a reminder be given regarding the 60-day notice required by our contract.
7. Shelving assistants: The budget money allotted for this did arrive but we continue to lack shelvers.

It is requested that a followup Labour/Management meeting be requested to communicate staff concerns expressed during this meeting. Please send written comments to the chair.

**Adjournment at 12:35 p.m.**