Another member asked whether LS keeps a list of ongoing issues of concern, because some of the newer members are not familiar with these issues. A different member suggested that newer members can read the minutes of past LS AGMs, specifically the ongoing issues. Some issues have included: the merit process and the existence of merit category 7, working conditions in general but recently at 550 Sherbrooke, and pay equity.

A member mentioned that they appreciate that our new Dean seems more interested in transparency than the last, and they hope that this emphasis on transparency will trickle down to other levels of management and governance. However, they had concerns about offering better support to librarians on the tenure track, and how they allocate their time. Librarians should be permitted to do their scholarship and services activities at work, rather than outside of work hours, as is encouraged by some supervisors.

The member also mentioned that individual funds and PD (professional development allowance) funds allotted to librarians are no longer sufficient to cover attendance at conferences. Despite inflation, these amounts have not increased in years, and as a result librarians (who are required to attend conferences for their jobs, to count toward reappointment and tenure) are having to pay out-of-pocket in order to cover conference expenses, which most cannot afford to do. Another member mentioned that the Continuing Education Committee is bringing this issue to the Dean, as the committee has been receiving applications to cover conference expenses, even though these expenses are beyond the purview of the committee and are meant to be covered by individual or PD funds.

Another member brought forward concerns about librarian workspaces, both at 550 and with the closure of HSSL looming, that there are no plans in place about where we will go or what our interim workspaces will look like. The member also mentioned concern that after the VP of Academic Affairs position was abolished, we have had no one to go to for information about sabbaticals, reappointment, tenure, and so on. Most supervisors are not in a position to provide this ongoing guidance and information to staff. If the new Dean does not plan to fill this position, there needs to be a better way for staff to find definitive information or documentation on these subjects. Otherwise, we waste days or weeks tracking down information which is often conflicting from multiple sources.

P. Grutter suggested that LS should conduct a survey of how many librarians use 100% of their individual and PD funds each year, in order to show the need for an increase in the amount. He explained *any* of their PD funds, because their grant funds can cover conference increase in the allotment for these funds. But if librarians can demonstrate the need, they could argue for an increase. He suggested doing a00000912u7 0 0 14(e)4( )]TJETBTll4E 0 0 b]TJETQq0

A member mentioned that because individual funds can only be used for travel, conferences, or continuing education, those who cannot travel due to disabilities are not able to use the funds, and the money is lost. This could explain why not every librarian spends their entire fund. The member wondered whether these funds could be used for research instead, since we do not have any funds allotted for this purpose.

by the wayside. The member suggested that these issues should be brought into staff mental health discussions.

LS executive has decided not to provide a full account of the next section of the discussion, in order to fully protect the privacy of the staff members who spoke. In summary, the discussion revolved around feelings of high stress, low morale, mental

research and service and do not get this category. We need better transparency on how our activities are graded during the merit process. We also need a better feedback system so that our supervisors can tell us,   what you need to do in order to get a 1 next year

The Chair mentioned that in the most recent meeting with the Dean, LS had asked for