

W&M Libraries Professional Assembly (LPA) Minutes

Tuesday, June 30, 2020 10:00 – 11:00am

Virtual (Zoom)

Present:

Mary Oberlies (chair), Sara Belmont (secretary), James Glosson (member-at-large), Michael Umberger (member-at-large), Ali Zawoyski, David Morales, Laura Morales, Jean Sibley, Libby McDaniel, Debbie Cornell, Rebecca Beasley, Alex Flores, Anna Milholland, Jessica Ramey, Paul Showalter, Liz Bellamy, Fred Dingley, Katherine McKenzie, Morgan Davis, Natasha McFarland, Jay Gaidmore, Carol Coughlin

Mary Oberlies called the meeting to order at 10:00am.

I. Discussion of proposed redesign plans for the LPA

- i. The LPA Redesign Task Force (Liz Bellamy, Debbie Cornell, Georgie Donovan, Anna Milholland, Laura Morales, Jessica Ramey) presented three options for re-envisioning the LPA:
 - **Plan A:** creates new committee called Library Workers Group - includes all library employees: professional, operational, hourly non-student employees. Would address same issues the LPA addressed, but include operational employees as well.
 - **Plan B:** creates a small group of 3 people with one PPF and one operational that would meet as needed to address issues brought to the group, and could plan meetings for all of staff as needed.
 - **Plan C:** same as Plan B but would include PPF employees only.
- ii. Task force clarified that both Plans A and B would have mechanisms for spinning off subgroups. Wording in Plan B was meant to address if one person had a complaint that wasn't shared amongst more employees.

II. Sense vote on whether to vote on proposed plans or keep LPA as is

Sense vote passed to move forward with voting on one of the three plans

III. Sense vote on preferred plan

12 votes for Plan A, 4 for Plan B, 1 for Plan C

IV. Discussion of Plan A vs Plan B

- i. Task force clarified that Plan A would address more things like professional development, social activities, employee concerns, while Plan B would only address specific issues that come up among employees. Plan B is more reactionary while Plan A is more proactive.

V. Sense vote for either Plan A or Plan B

Majority vote for Plan A

VI. Formal vote to accept Plan A or leave LPA as is

Majority vote to move ahead with Plan A

VII. **Next steps**

Executive group will reach out to all library employees except admin to see if they're interested in joining a Libraries Workers Group. Follow up with online vote to see what level of interest.

Meeting adjourned at 10:55.

Respectfully submitted,
Sara Belmont, secretary