



## **MINUTES - The Blue Mountains Public Library Board**

**MEETING DATE: Tuesday, March 22, 2016**

**LOCATION: L.E. Shore Memorial Library**

**PREPARED BY: Terri Pope**

### **1. Call To Order**

O. Vanderzon called the meeting to order at 6:02 pm.

Present: O. Vanderzon J. Milne, A. Weldon, , W. Wildman, M. Martin, M. Pepper, B. Gamble, L. Pier, L. Brown T. Pope

### **2. Approval of Agenda**

Moved by: L. Pier

Seconded by: B. Gamble

To approve the agenda. Carried

### **3. Board Opening Statement**

L. Pier presented a power point presentation to help answer some of the public's questions regarding restructuring.

Highlights include:

All programs will remain the same including children's

The \$14,000 in savings comes from reduced operating costs at the Depot

As an employer, we have a legal responsibility to respect the privacy in personnel matters.

The residents of the Craigleith area had expressed the need for library services in their area and we saw this as an opportunity to expand our services to that part of the community.

Streamlined service at the library with new staff roles that will better serve a library and community of our size.

Longer operating hours at the museum, which should lead to more visitors. The Depot will be open six days a week, year round.

Library services offered at the museum.

Potential for partnering opportunities for both the library and the museum.

Increased tourism potential.

re-structuring is about strengthening our library and we have encouraged staff to reapply for new positions within our library. Interviews will be conducted by a panel.

#### **4. Presentations**

##### 4.1 Paul Wilson

Mr Wilson said the library was one of the reasons they have stayed in this area. Listed many reasons for how great the library is and no complaints with the staff. They were “fired” not restructured. Makes no sense and wants an explanation. What were you thinking?

##### 4.2 Patrick Delaney

Nine librarians fired in an undignified manner under the façade of staff training. Mr. Delaney is the unofficial representative of “Save the Soul of the L.E. Shore Library. Presented three petitions and referred to a list of questions. Noted staff had prior grievances with CEO Pope, no access to Human Resources. Mr. Delaney suggested that the CEO had a negative performance review. Wanted to know who rammed this through and why has the strategic plan been Ignored? Mr. Delaney requested that restructuring is halted and rescind all terminations.

4.3 Erin McIvor withdrew Max Dennis stepped in. Provided several examples of how the library has made him the person he is today. The full time job of the children’s and youth coordinator made this happen.

4.4 Josi Hewgill – did not appear.

4.5 Nancy Sherwin a teacher librarian at the high school. Wanted to know if we did our research? Why did people need to reapply? How can staff be confident of a fair interview. Nothing has been done yet and still have time to change the plans.

4.6 Roland Gosselin noted that he loves libraries. Provided his experience as a librarian in various organizations. Recognized that libraries are an integral part of the community. Cited council documents such as the Sustainable Path and the Strategic Plan. Do not the corporate initiatives apply to the library board? Noted that terminations may be technically correct, but violate community spirit. Were the staff given time to prepare? This was a solution in search of a problem. Managerial heavy handedness and incompetence.

We need to rethink what we have done. The work place is poisoned. Stop what has happened; reverse the decisions and reconsider the situation.

4.7 Erin Trainer contacted the CEO of SOLS who indicated that it had been over a year since that agency had been in touch with the CEO. Why the CEO blamed SOLS for this process.

**4. Next Meeting Date: Thursday, April 21, 2016 @ 2:00 pm.**

**5. Adjournment**

Moved by: O. Vanderzon

That this meeting do now adjourn at 7.01 p.m.

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Board Chairperson