



Essex County Library Board Special Meeting Minutes

(also available at www.essexcountylibrary.ca under **About the Library**)

Monday, March 11, 2024

**Room C, 2nd Floor
360 Fairview Avenue West
Essex, Ontario N8M 1Y6**

Mission

Essex County Library welcomes you to a world of discovery, creativity and lifelong learning through accessible resources, programs, and innovative services.

Vision

ECL strives to welcome a diverse community to a warm and inviting space where:

- Knowledgeable staff are sensitive to the needs and aspirations of the community
- Innovative ideas and cutting-edge technology are embraced
- Engaging programs and current comprehensive collections are created
- Creative partnerships encourage social interaction and cultural vitality

Members:

Joe Bachetti, Chair
Tracey Bailey
Sherry Bondy, Vice Chair
Terry Burns
Chris Gibb
Heather Latam
Lauren Segedin

Administration:

Bianca Azzopardi, Coordinator, HR
Adam Craig, Chief Librarian/C.E.O.
Manuela Denes, Manager, Community Services
Natalie Hatch, Manager, Support Services

6:00 PM Regular Meeting

1. Land Acknowledgement

We begin by acknowledging that the land on which the County of Essex is located is the traditional territory of the Three Fires Confederacy of First Nations, comprised of the Ojibway, Odawa, and Potawatomie Peoples.

We specifically recognize Caldwell First Nation and other First Nations which have provided historical and contemporary contributions to this region.

We also value the contributions of all Original Peoples of Turtle Island, who have been living and working on this land from time immemorial.

2. Recording of Attendance

Members of the Essex County Library Board attended the meeting in Room C of the Civic Centre.

Ms. Latam attended virtually.

Mr. Burns was not in attendance.

3. Approval of the Agenda

24/19

Moved by Mr. Gibb

Seconded by Ms. Segedin

That the Agenda be accepted as distributed.

Carried

4. Communication

Ms. Bailey submitted a letter dated March 11, 2024, from the Municipality of Lakeshore pertaining to Woodslee Library Hours of Operation for the Boards consideration. The letter addressed resolution #101-03-2024 passed at the Council of the Municipality of Lakeshore meeting on March 5, 2024, directing Administration to prepare a letter in support of keeping the current Woodslee Library hours.

24/20

Moved by Mr. Gibb

Seconded by Ms. Segedin

That the Board receive the correspondence from the Municipality of Lakeshore.

Carried

5. Delegations and Presentations

A) Proposed Changes to Woodslee Branch

Presented by Wayne Currie, Patron

Mr. Currie submitted, to the Board, a signed petition to save the Woodslee Library from service level cuts.

Mr. Currie addressed the Board on behalf of the Woodslee community regarding the community's concern with the proposed hours of operation report. The concerns included:

1. The Woodslee branch plays a big role as a social hub in the community. The branch is regularly used by patrons to enjoy materials; work on assignments; access computers and printers; tutoring, etc.
2. The Woodslee community is experiencing a population growth. Reducing the days of service from 5 days to 3 days will be detrimental to the community as there is opportunity for new library patrons.
3. The Woodslee community feels that there has been a lack of transparency from Administration. Administration developed the hours of operation for the Woodslee branch without consulting the public or requesting user feedback.

4. The Woodslee community does not believe that reducing mileage costs justifies reducing the level of service at the Woodslee branch.

Mr. Currie requested that the Board reject the Hours of Operation Rationale report and that Administration bring forward a revised report that does not include a reduction in hours for the Woodslee branch.

B) Hours of Operation

Presented by Laura Wilkinson, CUPE 2813 President, and
Brittanie Ouellette, CUPE 2813 Vice President

Ms. Wilkinson and Ms. Ouellette addressed the Board on behalf of the CUPE 2813 bargaining unit, employed by Essex County Library, to share their support of the proposed hours of operation report. Points of support included:

1. The bargaining unit has fought for years to reduce precarious work for their members since the workforce has changed significantly over the years. As a result, union executives have worked closely with Administration to create more full-time positions. The proposed hour of operation concurs with a new staffing model that acts as a solution for CUPE 2813's future membership.
2. The bargaining unit strongly values and appreciates the communities and their needs as the majority of the membership are frontline workers, serving the communities every day in the branches.
3. The staffing model, which includes the additional full-time position in support of the Harrow branch, affects 10% of the membership. The delay in approving the hours, as proposed, has caused months of stress for the members directly affected.
4. The bargaining unit has worked hard to collaborate with Administration to improve labour relations and fully supports the proposed hours of operation and the staffing model that concurs.

Ms. Wilkinson and Ms. Ouellette expressed to the Board that they hope the Hours of Operation Rationale report will be received.

Patron, Andrew Chevalier, addressed the board regarding his concerns with the proposed hours of operation for the Woodslee branch. Mr. Chevalier spoke of his belief that the Essex County Library Board, as a political body, has an obligation to address the needs of the community. As the Library is publicly funded, approval of the proposed hours will fail to serve the community.

5. Reports

A) Hours of Operation Rationale Report

Adam Craig, Chief Librarian/CEO, provided a verbal report.

The Hours of Operation Rationale report has been presented to the Board to provide background on the proposed changes to operation hours.

In September of 2022, during a budget development update, the Board was informed that the Woodslee branch would be brought into the current staffing model. The current staffing model, implemented in September of 2022, includes 6 of 7 small branches being in a pair that is staffed by 1 full-time employee. The shift for these employee involves driving from one branch to another. The Woodslee branch was not originally included in this model due to the fact that the Woodslee hours were in place as a workplace accommodation for an employee, who is no longer employed with the Library.

With Woodslee being incorporated into the current model, the branch would maintain their 17 hours of staffed hours. It would be paired with the McGregor branch. The model accounts for each branch within a pair to be opened 1 evening per week to maintain a longstanding scheduling practice for staff.

When developing the proposed hours of operation for the Woodslee/McGregor split, Administration reviewed 9 weeks of service data to determine which evening the Woodslee branch should be open. Data represented a slight increase in circulation

on Thursday evenings and that is the evening that was selected for operation.

Mr. Bachetti requested a recorded vote for the motion.

24/21

Moved by Mr. Gibb

Seconded by Ms. Latam

That the Board receive the Hours of Operation Rationale Report for information.

In Favour (4): Ms. Bondy, Ms. Latam, Mr. Gibb, Mr. Bachetti

Opposed: (2): Ms. Segedin, Ms. Bailey

Carried

6. Unfinished Business

There was no unfinished business.

7. New Business

Motion

There were no motions.

Notice of Motion

There was no notice of motion.

8. Date and Location of Next Meeting

Date: Wednesday, March 27, 2024

Location: Room C, Civic Centre

9. Adjournment

Upon motion of Ms. Bondy and Ms. Bailey, the Chair declared the meeting adjourned at 7:00 PM.



Joe Bachetti
Chair – Essex County Library Board



Adam Craig
CEO/Chief Librarian, Essex County Library
Secretary and Treasurer to the Board