

6. Business Arising

N/A.

7. Committee Reports

8.1 Event Planning Committee Minutes

The Chief Executive Officer summarized the minutes of January 27, 2021 and requested approval to move forward with the new fundraising/donations strategy recommended by the committee. Discussion ensued.

Moved by Alan O'Neill
Seconded by Melissa McGlashan

21:032 **That the Event Planning Committee Minutes be approved** Carried

8. Staff Reports

8.1 Mural Mosaic Update Report

A final rendering was provided for the Board's review along with updates regarding placement, promotion, and plans for the unveiling on March 31, 2021.

Moved by Alan O'Neill
Seconded by Lindsay Bryan

21:033 **That the Mural Mosaic Update Report be received** Carried

8.2 2019 Ontario Public Library Statistics Report

The Chief Executive Officer provided a comparison of the Welland Public Library against 11 regional and 8 provincial public library comparators across a variety of metrics for 2019. Comparatively, local operating support, membership, website visits are declining. Physical collections remain very well supported by the operating budget and great strides have been made to increase support for digital resources. Program offerings and attendance remain stable, but consistently lower than many other comparator libraries.

Moved by Lindsay Bryan
Seconded by Tina van Tuyl

21:034 **That the 2019 Ontario Public Library Statistics Report be received** Carried

8.3 2020 Annual Report

The Chief Executive Officer commended staff on completing all annual objectives for 2020 and provided highlights of the projects completed last year. Areas for improvement were also discussed.

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Moved by Alan O'Neill
Seconded by Lindsay Bryan

21:035 **That the 2020 Annual Report be received** Carried

8.4 2021 OLA Super Conference Report

The Chief Executive Officer purchased a site license for the virtual OLA Super Conference which allows up to 26 employees to attend recorded professional development sessions for up to six months.

Moved by Melissa McGlashan
Seconded by Alan O'Neill

21:036 **That 2021 OLA Super Conference Report be received** Carried

8.5 CEWS Repayment Report

The Chief Executive Officer shared correspondence from the Canada Revenue Agency regarding their assessment of the Library's status as an eligible employer for the CEWS program. Based on their determination, the Welland Public Library is operating in accordance with the Public Libraries Act and is considered a public body under the Income Tax Act. As such, the Welland Public Library has been deemed ineligible to receive past, present, and future funding through the program. In speaking with a representative from the CRA, the Welland Public Library can either return the funds (cancel the claim) or appeal the decision within 90 days. Discussion ensued.

Moved by Tina van Tuyl
Seconded by Lindsay Bryan

21:037 **That the CEWS Repayment Report be received** Carried

Moved by Alan O'Neill
Seconded by Tina van Tuyl

21:038 **That the recommendation for the Welland Public Library to return CEWS funding as requested by the Canada Revenue Agency be approved** Carried

8.6 March Break Report

On the advice of the Chief Medical Officer of Health, March Break has been postponed to April 12-16, 2021. The Library has rescheduled its March Break programming (virtual) to coincide with this new timeline.

Moved by Lindsay Bryan
Seconded by Alan O'Neill

21:039 **That the March Break Report be received** Carried

8.7 Covid-19 Update Report

The Chief Executive Officer outlined current service levels. The Library continues to adjust operations in accordance with the Province's reopening framework.

Moved by Melissa McGlashan
Seconded by Tina Van Tuyl

21:040 **That the Covid-19 Update Report be received** Carried

9. Policies

Letter of Agreement Policy (AD 2-2.1)

It is recommended to rescind this policy as this facet of recruitment is now handled by the City of Welland's Human Resources department.

Moved by Lindsay Bryan
Seconded by Tina Van Tuyl

21:041 **That the AD 2-2.1 Letter of Agreement Policy be rescinded** Carried

Overtime/Lieu Time Policy (AD 2-2.3)

Aspects of the policy that exist in applicable work/collective agreements have been removed from this policy to reduce redundancy.

Moved by Alan O'Neill
Seconded by Lindsay Bryan

21:042 **That the AD 2-2.3 Overtime/Lieu Time Policy be approved** Carried

Salaries and Wages Policy (AD 2-2.4)

It is recommended that this policy be rescinded as language in applicable employee agreements supersedes this policy.

Moved by Melissa McGlashan
Seconded by Alan O'Neill

21:043 **That the AD 2-2.4 Salaries and Wages Policy be rescinded** Carried

Salary and Wage Scales Policy (AD 2-2.5)

It is recommended that this policy be rescinded as board-approved, up-to-date wage scales are included in all employee agreements.

Moved by Lindsay Bryan
Seconded by Alan O'Neill

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21:044 **That the AD 2-2.4 Salary and Wage Scales Policy be rescinded**

Carried

Benefits Policy (AD 2-2.26)

Revisions to part-time entitlements are recommended in accordance with the language agreed upon in the library's the collective agreement.

Moved by Alan O'Neill
Seconded by Lindsay Bryan

21:045 **That the AD 2-2.26 Benefits Policy be approved**

Carried

Public Holidays (AD 2-2.7)

It is recommended that this policy be rescinded as public holiday language is well-documented in all employee agreements.

Moved by Melissa McGlashan
Seconded by Alan O'Neill

21:046 **That the AD 2-2.26 Public Holidays policy be rescinded**

Carried

Vacation Policy (AD 2-2.8)

It is recommended that this policy be rescinded as comprehensive vacation language has been included in all employee agreements.

Moved by Lindsay Bryan
Seconded by Tina Van Tuyl

21:047 **That the AD 2-2.8 Vacation policy be rescinded**

Carried

Sick Leave Policy (AD 2-2.9)

It is recommended that this policy be rescinded as sick leave entitlements are contained within all applicable employee agreements.

Moved by Melissa McGlashan
Seconded by Alan O'Neill

21:048 **That the AD 2-2.9 Sick Leave Policy be rescinded**

Carried

Personal Leave Policy (AD 2-2.10)

Language already present in employee agreements has been removed.

Moved by Alan O'Neill
Seconded by Melissa McGlashan

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21:049 **That the AD 2-2.10 Personal Leave Policy be approved as amended** Carried

Bereavement Leave Policy (AD 2-2.14)

It is recommended that this policy be rescinded as updated language exists in all Board-approved employee agreements.

Moved by Lindsay Bryan
Seconded by Tina van Tuyl

Seniority Policy (AD 2-2.13)

It is recommended that this policy be rescinded as updated seniority clauses are included in applicable employee agreements.

Moved by Lindsay Bryan
Seconded by Alan O'Neill

21:050 **That the AD 2-2.13 Seniority Policy be rescinded** Carried

Jury/Witness Duty Policy (AD 2-2.14)

All employee agreements contain updated provisions for jury/witness duty.

Moved by Tina van Tuyl
Seconded by Alan O'Neill

21:051 **That the AD 2-2.14 Jury/Witness Duty Policy be rescinded** Carried

Personnel Files Policy (AD 2-2.20)

As Human Resources now retains the Library's personnel files and governs these documents in accordance with existing practices that are outlined in all employee agreements, it is recommended that this policy be rescinded.

Moved by Melissa McGlashan
Seconded by Lindsay Bryan

21:052 **That the AD 2-2.20 Personnel Files Policy be rescinded** Carried

10. General Business Information/Question

The Chief Executive Officer inquired as to whether the Board would like to delay the April meeting by one week due to the rescheduling of March Break. The Board prefers to proceed as scheduled.

11. Member Announcements

None.

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12. Dates to Remember

- Monday, April 19, 2021, 7:00pm Library Board Regular Meeting (Zoom)

13. Adjournment

The regular meeting was adjourned at 8:06 pm on a motion by Alan O'Neill.

14. Closed Meeting

The Chair called the meeting to order at 8:11 pm

The closed meeting was adjourned at 8:36 pm on a motion by Lindsay Bryan

15. Return to Open Session

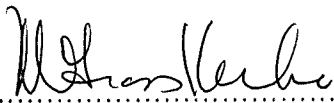
Moved that the Board ratify the CEO Performance Appraisal

Moved by Tina van Tuyl
Seconded by Alan O'Neill

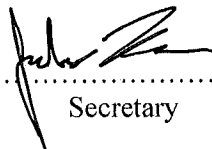
21:053 **That the Board ratify the CEO Performance Appraisal**

Carried

The open meeting was adjourned at 8:38 pm on a motion by Alan O'Neill



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Chairperson



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Secretary