

**LUFA NEGOTIATION BULLETIN # 4**

July 30, 2020

Dear Members of the Lakehead University Faculty Association:

We begin with extending, on behalf of the entire membership, condolences to Angie Kozak and her entire family on the death of Angie's Mother. Our thoughts are with Angie at this very difficult time.

**NEGOTIATIONS UPDATE – WEEK OF JULY 20, 2020**

The negotiating teams met for only a half day on July 20 at the University's request, and again on July 22 for a full day of exchanges.

On Monday, July 20 at 1:00 pm the University presented its 'Response # 3' to unresolved non-monetary issues raised by the Association. The University agreed with one and disagreed with nineteen Association non-monetary proposals. The University also countered on five.

At 2:30 pm the Association presented its response to the unresolved non-monetary issues raised by the University. The Association agreed with twenty-one and disagreed with nine University proposals, countering on twelve.

The morning of Wednesday, July 22 began with the University presenting a combined response to all forty-three outstanding non-monetary issues that have been raised by both parties in 'Response #4'. In this document, the University agreed with three and disagreed with twenty-four proposals, countered on six, and withdrew ten proposals.

The University then followed with a monetary proposal (University Response # 5, to the Association initial monetary proposal LUFA Document 8), that stayed well within the confines of Bill C124.

After a break over the noon hour, the Association responded (LUFA Document 10) to the University's 'Response #4' that had been presented that morning. The Association agreed with four, disagreed with twenty-four, countered on six, and withdrew six of proposals.

The Association then presented a second monetary proposal (LUFA Document 11), focused solely on the pension issue.

**SUMMARY OF NEGOTIATIONS TO DATE**

There has been some agreement among the parties; however, there remain a number of outstanding non-monetary issues. Both teams are preparing responses to monetary proposals that will be presented at our next meeting.

**PATH FORWARD**

The over-reach of the Ontario Government through Bill C124 has cast a shadow over these negotiations. There remain significant monetary and non-monetary issues that must be overcome before a 3-year agreement can be reached. There is little time between now and the expiration of the Agreement on August 31, 2020.

The Parties have agreed to meet on August 11 (full day) and August 26 (half day). The Negotiating team will meet with the LUFA Executive over the coming weeks, and we plan to meet with the membership soon after the August 11<sup>th</sup> bargaining session to discuss the status of negotiations.



The LUFA Negotiating Team is dedicated to continued advocacy and advancement on the issues of importance to the membership. We are also committed to keeping you informed of events impacting your interest, and appreciate your ongoing support.

Sincerely,

Your LUFA Negotiating Team

Ken Hartviksen – Chief Negotiator  
Debra Gold  
Jennifer Jarman  
Camillo Lento  
Taina Maki Chahal  
Lynn Martin  
Rob Mawhinney  
Karen Poole