

LUFA NEGOTIATION BULLETIN # 10

November 19, 2020

Dear Members of the Lakehead University Faculty Association:

On Monday, November 16, your negotiating team provided a response to the Administration's first proposal on pension that was received by the Association through the mediator on November 11.

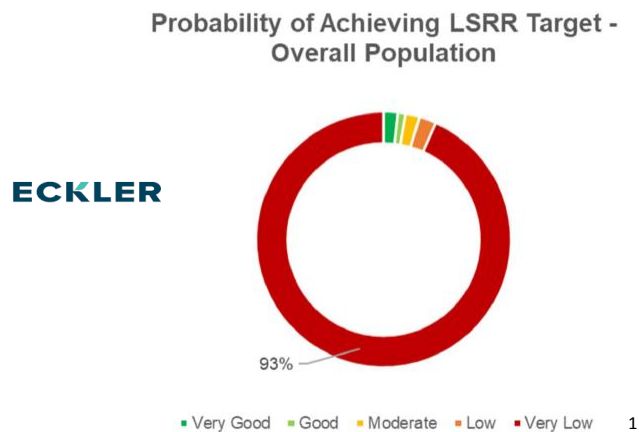
It is very unfortunate that negotiations were unilaterally suspended by the Administration in August and that it has taken so long for the University to finally make its first proposal on pension.

There remain more than 25 nonmonetary issues on the table between the parties and no progress has been made on any of those since July 15. (Remember, the Association was prepared with a combined response on all non-monetary issues on August 26 when the Administration unilaterally said it did not want to hear them.)

LUFA's monetary proposals do not violate the Public Sector Restraint legislated ceiling of 1% annually. Money is not the issue between the parties.

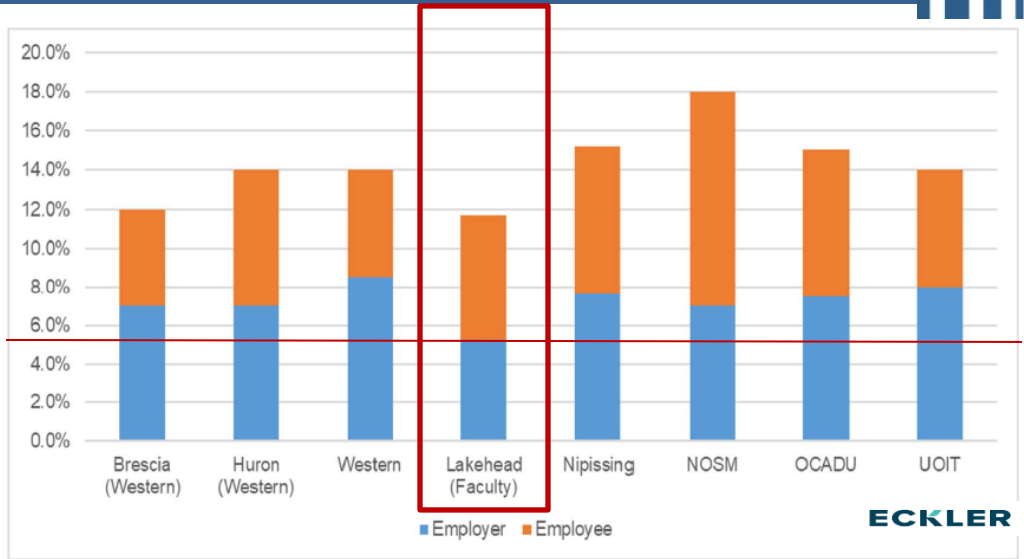
The issue is about the Administration's unwillingness to address the issues raised about working conditions as well as the pension issues identified in the Preliminary Report prepared by the University's own actuary, Eckler. That:

1. 93% of professional pension plan members 'have a very low chance of maintaining living standards in retirement...' Only 23 members out of a population of more than 500 have a reasonable chance to maintain an adequate living standard in retirement and 21 of those 23 are non-faculty (members of administration).



2. Lakehead University makes the lowest pension contributions among Ontario University Defined Contribution plans in Ontario.

¹ SOURCE: Eckler. *Benefit Adequacy, Feasibility Analysis & Alternatives and Benchmarking: Preliminary Report*, October 2020. Page 6.



2

Please remain alert to communications from the LUFA Action Team and LUFA Executive regarding opportunities for you to express your support for the LUFA Negotiating Team.

The LUFA Negotiating Team is committed to keeping you continuously informed of events occurring at the bargaining table.

We need your support now.

Sincerely,

Your LUFA Negotiating Team

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

² SOURCE: Eckler. *Benefit Adequacy, Feasibility Analysis & Alternatives and Benchmarking: Preliminary Report*, October 2020. Page 39.