

LUFA NEGOTIATION BULLETIN # 11

December 17, 2020

Dear Members of the Lakehead University Faculty Association:

The Association and Employer met for a third full day of mediation on December 15, 2020. Work began at 10 am and was complete by 6:30 pm.

Recapping events that have preceded the December 15 session with mediator Eli Gedalof:

The Employer and Association initially agreed to two days of Mediation following the unilateral suspension of bargaining by the Employer on August 26.

<u>Date</u>	<u>Event</u>	<u>Activity</u>
June 1	Negotiation began	
August 26	Negotiations suspended	
September 28	First day of mediation	Association presented 3rd proposal on pension
November 11	Second day of mediation	Association provided a 4 th pension proposal and Employer presented 1 st written response on pension
November 16		Association countered with 5 th proposal
November 24		Association Strike Vote completed
December 11		Employer countered
December 14		Association countered
December 15	Third day of mediation	Exchange of multiple proposals

Through these exchanges, the parties were able to identify and remove some of the hurdles to agreement.

By the end of the day on December 15, the parties were able to sign off on more than 48 separate articles. Most of items were previously agreed to in negotiations during the summer. Nevertheless, the parties were able to come to agreement on a Memorandum of Understanding that sets a path toward pension reform. Both parties made concessions in order to make that progress possible. The Employer withdrew a proposal for Short-term layoff and the Association withdrew proposals related to Conflicts of Interest as well as a request that the employer provide members with Form T2200 for tax purposes.

Remaining and outstanding issues pertain to the conditions of work that were identified as priorities through the survey of membership in May of 2020. These are significant in terms of number of issues as well as in terms of the degree to which the employer is resisting change.

Outstanding issues between the parties include:

- Employer insistence on formula for mandatory office hours
- Contract lecturer job security, right of first refusal, access to email, library and other university services as well as service recognition
- Collegial governance
- Teaching Focused Member Language that is aligned with regular faculty with respect to teaching and service
- Process to ensure the Faculty Employment Equity Policy is renewed and kept current
- Required and discretionary means to provide evidence of teaching effectiveness that is free from bias
- Faculty Renewal Program

While some progress has been made through the mediator, substantial differences remain. The Association has agreed to provide the mediator with a comprehensive package of responses to the remaining issues so that he can present them to the Employer over the coming weeks.

No further mediated talks are scheduled at this time.

Denise Small, the Conciliator appointed by the Ministry of Labour will be available in early January and the Association shall encourage her to bring the parties together at the earliest possible date.

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 thank you for your continuing 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