

LUFA NEGOTIATION BULLETIN # 12

February 4, 2021

Dear Members of the Lakehead University Faculty Association:

As last reported, the Association met with University Negotiators in **Mediation on December 15, 2020**. At that time, the parties agreed to more than 48 articles including pension and most of the monetary issues.

While the Association has agreed to a process for pension reform, the goal of switch or conversion of the pension to a JSPP has not been achieved. There remains significant work ahead on pension that must be completed no later than August 31, 2022.

The bulk of the work-life issues identified in the [survey of the LUFA membership](#) remain unresolved. Including:

- Contract lecturer issues including 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
- Process to ensure the Faculty Employment Equity Policy is renewed and kept current
- Required and discretionary means to provide evidence of teaching effectiveness for Annual Reporting/Renewal/Tenure/Promotion that is free from bias
- Faculty Renewal Program

In January of 2021, the Association met with mediator Eli Gedalof and he assured the Association that the package of proposals has been in the hands of the University since December 18. Eli is working with the University on its response.

Mediator Gedalof has identified [February 18, 2021](#) as the next available date for further mediated talks. The Association reluctantly agreed to this LATE date but asked that talks be scheduled as soon as possible. LUFA is prepared to rearrange schedules, if necessary if that might expedite negotiations.

Denise Small, the Conciliator appointed by the Ontario Ministry of Labour has been briefed on the status of negotiations and is prepared to assist upon request. The Negotiating Team meets this week to decide whether to invoke conciliated talks. Concerns are mounting about the failure to receive any form of communication from the University regarding its willingness to conclude this round of negotiations. Given the solid financial state of the University, the Association looks forward to a renewed willingness on the part of the University to address the quality of work life issues that will allow the Institution to flourish during these challenging times and beyond.

The membership should remain alert to updates from the Negotiating Team in the near future.

Your LUFA Negotiating Team

Ken Hartviksen – Chief Negotiator

Debra Gold

Jennifer Jarman

Camillo Lento

Taina Maki Chahal

Lynn Martin

Rob Mawhinney

Karen Poole