

LUFA News

Fall 2021

LUFA GENERAL MEETING

Friday November 26th, 2021

9:30 am

Via Zoom

President's Report

Gautam Das, gdas@lakeheadu.ca

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I would like to thank you for your participation in LUFA meetings and for engaging in discussions. The Fall 2021 General Meeting will be on November 26, 2021. I would like to take this opportunity to invite you to attend the meeting and to urge you to encourage your colleagues to attend.

It gave me great pleasure to see many of you back on campus teaching in classrooms full of students. As the year comes to a close, I hope you are all taking some time for yourselves and your families.

I want to express my sincere appreciation to the volunteers serving on the **Executive, Equity, Diversity and Status of Women, Benefits, and Pension committees**, as well as members serving as grievance officers. LUFA committee work has become increasingly complex and requires a range of expertise in policy areas such as research, academic organization, human resources, and human rights. Contact me if you are interested in supporting LUFA in these areas. **Please note Service to LUFA Committees and Active participation in the activities of the LUFA are part of Administrative Responsibilities (Article 16.04) and Service to the Profession and the Community (Article 16.05), respectively.**

In the following paragraphs, I will summarise some of the information you may find beneficial.

Coffee and Conversation - LUFA is organizing a series of member engagement sessions called "**Coffee and Conversation**". These sessions will provide a forum for the discussion of:

- (i) the current bargaining environment and issues;
- (ii) how internal and external factors can influence our ability to maintain our bargaining rights; and
- (iii) benefits, salaries, pension and any other issues you want to bring to the attention of the LUFA Executive.

Through Coffee and Conversation, we seek to identify and embrace our common goals to make Lakehead University the best possible place for **research and teaching**. We have hosted nine sessions since July 2021. Please consult past **LUFA Communiqué – Coffee and Conversation** to find the summary of those sessions.

Pension Committee - We had requests from members to have a Coffee and Conversation session on pension to explain **the state of the LU Pension Plan**. Ken Hartviksen highlighted the issues related to the plan in the **Coffee and Conversation IX on November 19**. The recording of the session is available at

[https://lakeheadu.zoom.us/rec/share/F_yuMixQRu-Urho8STA4vBI5JXDolVJLAIL_tF2DIn5RzUFIO-0Bu8glUhhmp8j9s.v3PCm_P-AGHM_iv6;](https://lakeheadu.zoom.us/rec/share/F_yuMixQRu-Urho8STA4vBI5JXDolVJLAIL_tF2DIn5RzUFIO-0Bu8glUhhmp8j9s.v3PCm_P-AGHM_iv6;?pwd=6!xawDH9)

Passcode: 6!xawDH9

I urge you to watch the presentation as I firmly believe it will give you a complete insight into why we are here today! In addition, I recommend you join the upcoming Professional Pension Plan Advisory Board Meeting on **December 3, 2021**. I will send you detailed information closer to the meeting date. To gain a deeper understanding of the issues to be discussed at this meeting, please read the Actuarial Report and other materials available on the Proteus website [<https://www.proteusperformance.com/>; **login "Lakehead-Member" and password "learning"**]. **For further information, please read the Report from Ken Hartviksen.**

Ad Hoc Action Committee - Recently, LUFA Executive approved the Ad Hoc Action Committee in support of the upcoming bargaining phase. The Purpose of the committee is:

"Through planning, organizing, coordinating, communicating, and leading the Association's Committees and Membership, the Action Committee shall seek to complement and support LUFA's efforts to secure a Collective Agreement and as we move towards bargaining in 2022."

The committee elected Robert Mawhinney and Scott Hamilton as Co-Chairs. Further, the OCUFA organized a two-day training session called "Countdown to Strong" for the LUFA Executive and Action Committee.

The committee will arrange Engagement Sessions for the Liaison members in the coming months. Please encourage your colleagues to participate in various LUFA meetings and have an agenda item for every Departmental meeting - **Your involvement is crucial!**

LUFA Benefits Committee - ShiKui Wu, Chair of the LUFA Benefits committee, was elected as the Chair of the Joint Benefits Committee (**Article 9.10**). The Joint Benefits committee is in the process of finalizing the Terms of Reference of the Committee. The LUFA benefits committee met a few times, and they will start reviewing all benefits

available to LUFA members, mainly **leave** and the **LTD plan**. For more information, please read the report from the Chair of the Benefits Committee.

[Note: To access your Benefits Package, please visit - <https://lufa.org/agreements/benefits/>]

Equity, Diversity and Status of Women Committee - Juan Pernia, Chair of the committee, hosted several meetings. The committee will collaborate with Dylan Mazur, Director of Human Rights and Equity, to review and provide feedback on some policies (e.g., Harassment and Discrimination, Diversity, etc.).

Pay Equity - In the last several years, we heard from many of you about the issue of pay equity, and for this reason, we have engaged in discussions with the administration. One of the issues we identified is the starting salary, which we addressed at the Joint Committee meeting with the administration. Many LUFA members were unable to negotiate their start salary, and LUFA does not have any mechanism to assist the membership before joining LU. LUFA will continue to push for pay equity until the matter is resolved. I have met some of you individually to understand how to address the issue. Feel free to contact me further or send me your suggestions. **[Please note we have Anomaly fund (Article 35.04.06) to address the Pay Equity]**

Intellectual Property Issues - LUFA resolved a grievance on the Intellectual Property issue. I believe some of you received a communication from the **Office of Innovation, Partnerships and Economic Development (IPED)** called- **Notice of changes to future Assignment Agreements**. I urge you to exercise caution when entering into agreements with the Office of Innovation, Partnerships and Economic Development, formerly the Economic Development and Innovation (EDI) office, as you may lose your rights as defined in the CA (**Article 38**). **Most importantly, I suggest (NOT AS A LUFA PRESIDENT) that you seek external legal advice if you are interested in filing a patent application or signing an NDA with companies.** We are in conversation with the administration to establish an IPED office specifically dedicated to providing our membership with proper support. You will hear further information from LUFA soon. **[Please get in touch with LUFA if you have any questions from Article 38 - Intellectual Property].**

Pre-Senate Meetings - LUFA is hosting Pre-Senate meetings regularly. One of the issues we discussed in the pre-senate meetings is the most critical issue Lakehead University's governance system faces - **the Imbalance in Senate Committees' composition**. Unfortunately, the Imbalance between the administration and faculty representations at various levels of governance can have far-reaching consequences. I had a conversation about the issue with the administration and, recently, with the Senate Organization Committee and The Senate Teaching and Learning Committee. The Purpose of the meeting was to find out how we could restore our Bicameral Governance system! For more information and insight, please read **the Lakehead University Act 1965 (Article 14):**

<https://www.lakeheadu.ca/about/sg/secretariat/university-act>

Over the past several years, the university made many revisions to the Senate By-Laws and introduced new policies that ultimately resulted in a weakening of the fundamental principle of Bicameral Governance! I want to remind you that this is our university! **...our members' lives and careers are at stake. We must come together to preserve and protect our academic freedom, the tenure system and improve our working conditions.**

In the joint Committee Meeting, we asked the administration to inform us when they make any changes in a policy! **LUFA needs your help to stop the administration from developing Policies after Policies!** Please see the article posted on the LUFA website to get a glimpse at why it is important to restore Collegial Governance [<https://lufa.org/collegial-governance-what-you-need-to-know/>].

As I have mentioned in the last Newsletter, **this is our university, and we have to work together and lead this institution towards a brighter future.** Recent developments at several institutions in the province remind us that although administration members are holding office only for a limited time, their actions/decisions can have long-term consequences. For more information, please join the Pre-Senate Session and participate in the discussion. [Please see **LUFA Communiqué – February 9, 2021**, for further information on the issue of **Imbalance in the Senate Committees**].

In the upcoming Senate meeting, there will be a presentation on the LU budget. It is very important that we consult the financial statement from last year and have conversations with our colleagues –

<https://www.lakeheadu.ca/sites/default/files/uploads/51/Lakehead%20University%20Financial%20Statements%202020-21%20FINAL%20unsigned.pdf>.

Further updates and additional information are available to you via **LUFA Communiqué** and the **LUFA website**. I encourage you to consult them as often as you are able. Please get in touch with me or any other LUFA Executive members if you have any questions or concerns.

Chief Negotiator Report

Ken Hartviksen

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ACTIVITIES

The past six months has been a busy time for LUFA as we have finalized the on-line and hardcopy versions of the 2020-2022 Collective Agreement and then ensuring that new initiatives that were negotiated are implemented.

This means working with Administration through the Joint Committee on Administering the Collective Agreement as well as helping to get the newly revitalized Joint Benefits Committee up and running.

The Chief Negotiator works with the LUFA President, LUFA Executive and LUFA Committees on these varied tasks.

LUFA has continued to engage the membership through the Coffee and Conversation series of sessions to prepare for the next round of bargaining.

Activities Undertaken since the last meeting of the LUFA membership include:

- Coordinated work on a substantial reworking of the Collective Agreement to incorporate inclusive language. It has been published online and print copies are available.
- Meetings with LU VPs with respect to MOU #19 and urging administration to live up to its commitment to make the normal form pension factor competitive with external options.
- Meeting with NOSM representatives on their pension issues.
- Meetings of the Joint Committee (June 29, July 8, August 31)
 - MOU on SETs because of pandemic
- Joint Benefits Committee meetings
- LUFA Executive
- Coffee and Conversation
- Meeting with Pension Lawyers May 18, June 15, and correspondence with labour lawyer (July 2)
- Meeting with the Pension Regulator (FSRA) – May 27
- Meeting with LU President – on pension
- Work with Office of VP Academic on administration of retirement incentive.
- OCUFA workshops

Dr. Rob Mawhinney kindly agreed to attend Collective Bargaining Committee meetings of OCUFA on my behalf for the past six months. Many thanks to Rob for all of that work!

LEGAL ISSUES STEMMING FROM THE LAST ROUND OF BARGAINING

In late May, LUFA expressed concerns with respect to the university's adherence to the commitments it made in Letter of Understanding 19. Subsequent events have triggered a follow up letter of concern this fall. Progress reports from administration on consultations with CAAT and on work to improve the Normal Form Pension Factor have not materialized, either through the Pension Advisory Board or through direct correspondence. **Our pension counsel is seeking dates with Arbitrator Eli Gedalof who remains seized to arbitrate on the pension reform issue.**

Additionally, LUFA has serious concerns with the way the University engaged in Collective Bargaining in the last round, particularly as it pertains to pension. **Collective bargaining in good faith requires open and honest exchanges between the parties, and this principle is enshrined in the Ontario Labour Relations Act.** Through our

pension lawyer, Susan Philpott of Goldblatt, LUFA has been able to obtain copies of previously, embargoed correspondence between the university and the pension regulator (FSRA). This evidence clearly shows that the University met with FSRA and was fully aware of the financial implications of compliance with the FSRA order to rescind the 2000 Pension Amendment for pre-200 retirees **BEFORE** negotiating LOU #19 on December 15, 2020.¹ **Our labour legal counsel examined the evidence and made recommendations to the LUFA Executive. Through both labour and pension legal counsel, LUFA has presented our concerns to the University through the university's labour counsel, Michael Kennedy.**

As well, LUFA remains very concerned with the manner that the university is choosing to 'fund' the retroactive lump sum pension payments that were triggered by FSRA's threat to issue a Notice of Intended Decision (NOID) order last December. LUFA met with four members of FSRA including their Chief Actuary to discuss the issue, ask for transparency with respect to the correspondence between the university and the regulator over this issue and to express our disappointment and concern over the impacts on current pension plan members as a result of the apparent Board of Governor's decision to have the pension plan pay for the arrears.

LAKEHEAD UNIVERSITY FINANCIAL CONDITION

As you know, on October 1, the University published the financial statements for the operating year ended April 30, 2021. While it is, perhaps, welcome news that the financial condition of the university has improved substantially since 2020, it is disappointing when you realize that during negotiations, the university claimed it was fiscally challenged. On that premise, the university refused to consider reimbursement of receipted expenses for members who, out of their household budgets, were forced, on three days notice (in March of 2020) to transition to on-line delivery of their courses from their home. Many members were forced to install high speed internet; purchase computer equipment and software; and make other household arrangements just to do their job. Without reimbursement of any kind.

¹ The University's compliance with the FSRA threatened NOID was verbally announced to the University community at the Pension Advisory Board meeting on March 12, 2021 and at the University Senate in March where the 'cost' of compliance was stated to be \$2,800,000. When the REVISED actuarial report for the Professional Pension Plan was presented to the Pension Advisory Board on April 29, 2021, it became clear that the pension plan was expected to bear the cost of the lump sum payments to retirees and to bear the additional actuarial costs that would be incurred to effect compliance with the FSRA order. It was also revealed that the \$2.8 million was in reference to the annual Special Solvency Payments that the university would start to make in 2021. However, these payments are expected to continue for 10 years. These payments represent the minimum legal requirement of the university under the Pension Benefits Act. The actuarial report,

however, makes it clear that the University has the option to fund the negative impacts on the pension plan in amounts in excess of \$20,000,000 without violating CRA rules.

You can find the university financial statements at:

<https://www.lakeheadu.ca/sites/default/files/uploads/51/Lakehead%20University%20Financial%20Statements%202020-21%20FINAL%20unsigned.pdf>

The audited financial results show among other things:

1. An operating surplus of \$14,456,000 (excess of revenue over expenses found in the 'Statement of Operations' on page 5)
2. Total elimination of the pension-related 'contingent liabilities' from the University financial statements (see Note 16 for 2021 (page 20) and compare to Note 16 for 2020 (page 22)). This was accomplished by making the pension fund pay more than \$9,000,000 for the retroactive sums in 2021. In exchange, the Pension Plan deficit increased from \$9,818,000 in 2020 to \$18,025,000 in 2021 (See note 9, page 14) and the Special Solvency Payments increased from \$440,000 in 2020 to \$2,800,000 in 2021.
3. Cash position improved from \$27,566,000 to \$41,754,000. (See Statement of Cash Flows on page 7)
4. Internally restricted funds growing from \$60,344,000 to \$62,906,000.
5. A massive improvement in net investment income from \$3,411,000 in 2020 to \$20,622,000 in 2021. (Note 4, page 12) in part because of a 14.4% increase in long-term investments from \$125,086,000 in 2020 to \$143,661,000 (Note 4, page 11)

There are early indications that the university is seeking further departmental budget cuts for the coming academic year. Surely a \$14,000,000 surplus carried forward would hardly make this a justifiable proposal.

With enrollment stability and a very healthy and liquid financial position, one would hope that the university would resolve the pension issues and at the same time make sure that the current financial resources of the institution are used today to the benefit of the current generation of students, staff and faculty. After all, the university is supposed to be a not-for-profit entity.

Pension Committee Report

Ken Hartviksen

Ken.hartviksen@lakeheadu.ca

The membership of the 2021/22 LUFA Pension Committee is:

Ken Hartviksen (Chair)	Business Administration, ex-officio
Glenn Colton	Music, ex-officio
Jim Stafford	Emeritus
Livio DiMatteo	Economics
Michael Stevenson	History and Interdisciplinary Studies (Orillia)
Camillo Lento	Business Administration
Paul Berger	Education

The LUFA Pension Committee met on Thursday, October 21, 2021. The Committee discussed the following topics:

- LUFA Pension Committee Terms of Reference
- Role of the Lakehead University Professional Pension Plan Advisory Board
- Deep background documents that were circulated prior to the meeting including:
 - o Mercer Pension Health Pulse (MPHP) reports that the median solvency ratio of Canadian DB Plans was 101% as at September 30, 2021. 5% of Canada's DB plans have ratios less than 80%. Lakehead's plan at 70% is among the very worst in Canada.
 - o Finances of Lakehead University – Livio DiMatteo's analysis of LU financial statements

<https://northerneconomist.blogspot.com/2021/10/the-finances-of-university-lakehead.html>

- LOU # 19 on Pension Reform – 2020-2022 Collective Agreement
- Actuarial Valuation Report as at December 31, 2020 (released September 30, 2021)
- Audited Financial Statements of Lakehead University – April 30, 2021
- August 2021 RALU Newsletter Report from Pensioner Representative, Dr. Abdul Mamoojee
- Correspondence between LUFA and LU lawyers concerning Administration's fulfilment of the expectations for pension reform found in Letter of Understanding #19 of the Collective Agreement.
- The University's plan to fund the lump sum payments to retirees because of the ruling by the Ontario Pension Regulator (FSRA) that the plan amendment dating back 21 years was void for pre-2000 retirees.

- Documents released to LUFA pertaining to the FSRA issue by LU pension counsel David Vincent
- May meeting between LUFA and four representatives of FSRA (the Provincial Pension Regulator)
- Status of Pension Advisory Board requests of the Board of Governors with respect to documents pertaining to the FSRA issue, and the Board's explicit decision about funding the more than \$10,000,000 of lump sum payments.
- LUFA membership request for simplified communications on pension issues
- Draft Terms of Reference for an Ad Hoc Committee on Pension Reform, and
- Lack of exposure to fossil fuel investments in the pension plan because of major changes in the plan's SIPP (Statement of Investment Policies and Procedures) and because of major changes in the fund managers that have taken place over the past year.

Clearly there are many issues pertaining to the pension plans at Lakehead University.

Concerns include:

1. Current state of the pension plan

- The defined benefit portion of the LU Professional Pension Plan is among the 5% worst funded DB plans in Canada (70% target ratio).
- The University's plan to fund the more than \$10,000,000 of payments to retirement annuitants who retired prior to 2000 through the sale of pension assets and the University choosing the minimum funding requirement that requires Special Solvency Payments of \$2,800,000 per year over the next 10 years. (In essence, the University unilaterally has taken out an interest free loan from the pension plan.)
- The increase in annual actuarial costs that the plan must bear (current plan members will see net returns in the plan fall because of these added expenses) driven by the dramatic drop in the solvency ratio from more than 90% in 2019 to 70% in 2021.
- Unexplained delays in having the plan actuary recommend improvements to the Normal Form Pension Factor which is used to 'price' retirement annuities for those retiring and wishing to take a pension from LU. (Currently that rate is 1.5%).
- The system for insulating retirees from the impacts of inflation has resulted in dramatically different treatment for LU retirees, based solely on the timing of their chosen retirement. Pre-2000 retirees have seen increases in their pensions that vastly exceed

the rate of inflation during their retirements. Retirees between 2000 and 2007 have seen an erosion in purchasing power of approximately 30%.

2. Pension Reform

- Administration's delays and reluctance to implement the terms and conditions of pension reform as agreed to in LOU #19.
- At the time of writing the University has not released any information about the due diligence process that it was to undertake in examining conversion to the CAAT pension plan.

3. Plan Performance and Returns

- At the September meeting of the Pension Advisory Board, Proteus noted that the plan trailed its benchmarks because of the lack of energy investments in its portfolios.
- YTD returns on the plan as at the end of August were in excess of 12%. YTD returns as at end of September fell to 9.71% due to (1) sale of over \$9,000,000 of plan assets in August and therefore fewer assets to generate returns in September, (2) added actuarial costs because of the efforts to calculate amounts owed to surviving pensioners and their estates, and (3) investment returns.

Members are encouraged to attend the Pension Advisory Board meeting to be held on December 3, 2021. At the meeting you will especially want to watch for:

1. Report on pension reform to be provided by Administration
2. Report of the Board of Governors with respect to the release of FSRA related documents to the Advisory Committee
3. Report of the Board of Governors with respect to funding the lump sum payments to retirees
4. Report on improvements to the normal form pension factors
5. Proposal for an Ad Hoc Committee of the Pension Advisory Board to lead engagement with the University Community on Pension Reform (conversion or switch-for-future-service to CAAT).

You can access all past pension board documents through the Proteus Portal found on the Pension Services website. As well, the external review of the Pension Plan that was conducted by Eckler in 2020 can also be found in the lower right-hand portion of the webpage at:

<https://www.lakeheadu.ca/faculty-and-staff/departments/services/finance/pension>

Members are encouraged to access the YouTube based resources pertaining to the CAAT pension plan found at:

<https://www.youtube.com/channel/UCnzcAlxkslWnio-yhTyL0Ow>

These short videos are presented in an easy-to-understand format.

There are additional web-based resources for you to consider at the CAAT main website:

<https://www.caatpension.ca/pension-solutions>

Status of Women Report

Karen Poole, Karen.poole@lakeheadu.ca

The OCUFA Status of Women and Equity Committee (SWEC) has been active during the fall term. Two consultations occurred, the first in late August from the Ministry of Colleges and Universities regarding sexual violence on campuses, particularly relating to institutional policies and processes that address faculty and staff sexual violence towards students. The second internal OCUFA consultation focused on the 179 recommendations that emerged from the Postsecondary Education Standards Development Committee. These recommendations address proposed standards for accessibility standards in postsecondary education under the AODA, and in particular focus on addressing accessibility barriers. You can read the full report of the committee here: <https://www.ontario.ca/page/development-proposed-postsecondary-education-standards-2021-initial-recommendations-report>.

CAUT Defence Fund Report

Livio DiMatteo, ldimatte@lakeheadu.ca

The annual meetings of the CAUT Defence Fund were held virtually over two Saturdays on October 16th, 2021, and November 13th, 2021. The CAUT Defence Fund was established in 1978, and its founding purpose was to provide unionized Canadian academic member unions with a unified strike fund. Formed of associations that are members of CAUT (Canadian Association of University Teachers), it now includes 65 member unions representing over 36 000 academics stretching from St. John's to Victoria – *A Mari usque ad Mare*. Its current assets as of August 2021 stand at \$38.5 million and stand ready to assist and support faculty associations in their ongoing and eternal relations and negotiations with university administrations and boards.

This year and the next are turning out to be particularly active on the university labour front and only the fullness of time will reveal the ultimate harshness of the post pandemic university environment. Faculty at Manitoba are currently on strike and these meetings saw strike benefits

approved to several university associations that are currently in negotiations – Acadia, Lethbridge, UOIT and Concordia University of Edmonton.

University of Windsor, University of Calgary, University of Saskatchewan, and Mount Royal University are currently in bargaining. University of Cape Breton, The Nova Scotia College of Art and Design, University of Prince Edward Island, Huron University, Université Laval, Université de Montréal, University of Moncton, Mount Allison, Nipissing University, Trent University, Queen's University, Osgoode Hall, University of Victoria, and University of Regina among others are all preparing for bargaining.

It is this representative's view that all faculty associations appear to be reporting particularly difficult and protracted negotiations with administrations using whatever stick they can find even though most have acquired substantial surpluses during the pandemic period and enrollment has either been maintained or has grown. While administrations continually intone that they are fully behind the faculty, one should be cognizant that being behind someone is often the best place from which to wield a fiscal knife. Salary, workload, and general working conditions have emerged as important issues. Some associations are seeing administrations use lengthy mediation as a delaying tactic. Many administrations have also contracted out their negotiating to lawyers in the hopes that practitioners of the legal dark arts will be able to wield a unique and potent magic. Ultimately, one must bear in mind that in this new world the best antidote to a lawyer may simply have to be another lawyer.

In terms of other major issues at the CAUT Defence Fund Meetings, policy and planning issues dominated much of the agenda. There was an involved discussion of the provision of solidarity benefits for individual faculty members in provincial jurisdictions where there is legislation allowing union members to not have to cross picket lines when other associations or unions are striking (e.g., British Columbia). This was a contentious issue and debate covered whether a fund providing benefits for member faculty associations on strike should have financial benefits extended in such a way. The motion was carried.

In other issues, financing changes to the fund to preserve its value in the event of unforeseen events and market fluctuations were passed. Should the fund drop to \$35 million dollars, there will be an increase of 50 cents to monthly per capita dues that are paid by faculty associations until the fund value is restored to \$35 million. Should the fund value drop to \$33 million, then there will be an increase of \$1 to monthly per capita fees paid by faculty associations. The importance of maintaining a large and stable fund in the current environment cannot be underestimated.

There is a lot going on. All things considered; it seems that winter is coming.

Librarians Committee Report

Debra Gold, Chair, dgold@lakeheadu.ca

We are pleased to welcome the newest librarians to The Chancellor Paterson Library: Evelyn Feldman, Head, Collections Services, started June 1st, 2021, and Nicole Stradiotto began as Scholarly Communications and Data Services Librarian on Oct. 18th, 2021.

Benefits Committee Report

ShiKui Wu, Chair, shikui.wu@lakeheadu.ca

The 2020-2022 Collective Agreement formalized a Joint Benefits Committee between LUFA and University Administration.

The Joint Benefits Committee had three meetings in Summer and Fall 2021. Due to the changes of VP HR, the progress has been slow and delayed.

The Committee is now finalizing the Terms of Reference. The LUFA Benefits Committee has consulted with OCUFA and Eckler about the data requirements to develop our LUFA benefits profile. The LUFA representatives have requested the data and reports about the joint plans for review, and the HR representatives have obtained some reports from Green Shield Canada for the past two years (Oct. 2019 –Sep. 2021).

The LUFA Members of the Joint Benefits Committee have received concerns from a number of members about Employee Assistance Program (EAP) across the two campuses as well as the health insurance coverages for retired members.

The Committee takes these concerns seriously and appreciates any feedback and suggestions about our benefit plans.

Member comments and concerns together with the benefits data will be analyzed and reported to the LUFA Executive Committee and the LUFA Bargaining Committee in advance of the next round negotiations.

Benefits Committee

Shikui Wu, Chair (Business Administration)
Karl Skogstad (Economics)
Ruizhong Wei (Computer Science, Orillia)
Joey Farrell (Emeritus)
Ken Hartviksen (Business Administration, ex-officio member)

Emeritus Committee Report

Glenna Knutson, Chair, gknutson@lakeheadu.ca

The LUFA Emeritus Committee is continuing in 2021-22 its major project from last year, recruitment of new LUFA

Emeritus Members. To date, the number of LUFA Emeritus Members is 39, up from 14 in 2021-22. We continue to encourage retired faculty members and academic librarians to become LUFA Emeritus Members.

The benefits of Emeritus Membership in LUFA are evident from the array of services available to us through CURAC, our national organization. In late October, for instance, we were able to participate in an excellent presentation arranged by the McGill University emeritus organization. That presentation by a Montreal lawyer focused on maintaining one's digital presence and particularly on one's digital legacy should one become incapacitated or deceased. It was thought-provoking and interesting.

The Emeritus Committee met in September and October, and will meet again on November 29. The members of the Committee are: Joey Farrell, David Kemp, Glenna Knutson (current chair), Karen Maddox, Brian Phillips and Jim Stafford

LUFA Executive Committee 2021/22

President
Vice-President
Secretary
Treasurer
Past President
Members at Large

Chief Grievance Officer
Chief Negotiator
CAUT Rep.
CAUT Defence Fund Rep.
OCUFA Rep.
OCUFA Collective Bargaining
Status of Women Rep.
Benefit Committee Chair
Contract Lecturer Chairs

Emeritus Committee Chair
Equity, Diversity & Status of Women
Committee Chair
External Relations Committee Chair
Librarian Committee Chair
Nominating Committee Chair
Orillia Committee Chair
Pension Committee Chair
Physical Environment Committee Chair
Research Committee Chair
Administrative Assistant

Gautam Das
Glenn Colton
Florin Pendea
Sherry Wang

Scott Pound
Lynn Martin
Wely Floriano
Ken Hartviksen
Gautam Das
Livio DiMatteo
Glenn Colton
Ken Hartviksen
Karen Poole
Shikui Wu
Cindy Soldan
Taina Chahal
Glenna Knutson

Karen Poole
Doug Ivison
Debra Gold
Jason Blahuta
Sree Kurissery
Ken Hartviksen
Juan Pernia
Jennifer Jarman
Angie Kozak

