

LUFA News

Winter 2020



LUFA GENERAL MEETING

Thursday February 27th, 9:30 am

ATAC 5036 and OA 3007 (via video conference)

President's Report

Gautam Das, gdas@lakeheadu.ca

Happy New Year 2020. On behalf of LUFA Executive, I want to thank you for your support and participation in LUFA's activities. I want to express my heartiest appreciation to all volunteers serving in LUFA standing committees, and on the executive. It would be difficult to achieve any of our goals without your hard work and time commitments. In the paragraphs below, I will give you some information on LUFA's activities. To receive further information, I am requesting you to attend the LUFA General Meeting that will be held on Thursday, February 27, 2020.

LUFA's Ongoing Activities:

Coffee and Conversations: Last summer (June-August, 2019), LUFA hosted a series of open sessions called "Coffee and Conversations". Many thanks for your participation and for providing comments. Ken Hartviksen, the Chief Negotiator, has compiled those comments and felt it would be good to have another round of open sessions before the negotiation starts with the administration on focused areas. The purpose of these sessions is to engage the membership about their experience with the Current Collective Agreement and to discuss factors that are likely to impact the next round of bargaining. For example, Bill C 124, Passed on November 7, 2019, by the current Ontario Government. These sessions will provide a forum for the discussion of benefits, salaries, and pension as well as other issues members might wish to bring to the attention of LUFA Executive, and the Chief Negotiator.

LUFA hosted sessions on benefits [**Thursday, January 23, 2020 – Employment Benefits**] and salaries [**Tuesday, February 11, 2020 – Salary**]. The upcoming session on **Tuesday, March 17, 2020**, will be on pension.

Further, LUFA Executive (Ken Hartviksen, Debra Gold and I) are attending **Faculty Council Meetings** to make the membership aware of various LUFA activities and encourage them to attend. [**Please see Chief Negotiator's report for further information on the Negotiation**].

Inside

President's Report	1
Chief Negotiator's Report	3
Contract Lecturer	
Committee Report	4
Pension Committee Report	5
OCUFA Report	5
Chief Grievance Officer Report	6
Emeritus Committee Report	7
Benefit Committee Report	7

Pension: LUFA hosted an Information Session, and Referendum on Decoupling Canada Pension Plan contributions from Contract Lecturer pension contributions to the **Lakehead University Employee Pension Plan (LUEPP)** on **February 4, 2020**. This referendum was open only to LUFA members who are members of the LUEPP plan. This includes Level 2, 3, Continuing Contract Lecturer as well as Continuing Lecturer Members.

In addition, LUFA hosted four information sessions called **"Retirement Ready at Any Age - personal financial considerations for LUFA members"**. The next two sessions will be on 5 and 6 March 2020 [Please follow communication from LUFA]. The sessions are designed to engage LUFA members in discussion of personal finance planning topics relevant to all faculty at Lakehead University. **[Please also see the report from the Chair of the pension committee]**

Research Integrity (Article 39): On December 3, 2019, LUFA and LU Research office hosted a workshop on Research Integrity Policy. The topics of discussion were: (i) Responsible Conduct of Research – Definitions of Breaches, (ii) Types of Recourse Imposed by the Tri-Agencies, and (iii) Steps to Investigate a Breach of the Research Integrity Policy. **Note:** LUFA members are governed by the Collective Agreements for any matters related to Research Integrity. Please contact me if you have any questions.

Orillia: Qing-Lai Dang and I visited the Orillia campus on 5-6 December 2019, and Ken Hartviksen joined us by teleconference. We offered two open sessions, although several members attended the first session on the 5th, due to bad weather we missed most of our members on the 6th. Ken visited the campus on 30-31 January 2020. He offered two sessions.

OCUFA: I attended OCUFA's Executive and the Board of Directors meetings from 7-9 February 2020. One of the OCUFA's (The Ontario Confederation of University Faculty Associations) long-term goals is to improve the quality of postsecondary education in Ontario. To achieve the goal, the Board of Directors at the October OCUFA Board Meeting, set the following priorities for the 2019-2020 academic year: **(i)** Good Jobs - Fairness for contract faculty, Faculty renewal, along with Pensions and benefits, **(ii)** University Funding - Performance-based funding, Student Choice Initiative and Commercialization, and **(iii)** Capacity Building - Strengthening alliances.

In addition, OCUFA's 2020-21 pre-budget recommendations to the Standing Committee on Finance and Economic Affairs aim to preserve the accessibility and quality of postsecondary education in Ontario through stable, consistent, and adequate funding, as well as improved working conditions for university faculty. **[Please see OCUFA Report]**

CAUT Council: I attended the council meeting from November 29 to December 1, 2019. Please visit https://www.caut.ca/sites/default/files/decemberjan2020-councilnews_0.pdf for highlights of the council. The council has passed several motions, one of them was on the "Recruitment and Appointment of Academic Administrators" -

WHEREAS the appointment of academic administrators should be open and transparent and should provide for the meaningful participation of academic staff and association representatives;

AND WHEREAS principles of collegial governance demand that such appointments should be made on the recommendation of search committees which should include a substantial number of academic staff as well as student and support staff representation;

THEREFORE BE IT RESOLVED THAT CAUT investigate the extent of the use of headhunters/executive search firms for academic administrator searches and the practices of those firms, consider the implications for collegial governance, and provide advice and direction for how academic staff associations can respond [please visit: <https://www.caut.ca/bulletin/2020/02/open-or-closed-search>].

Further, the CAUT Council, has approved several policy statements, one of them is **Policy statement on governance:**

1

Academic staff must play the decisive role in making academic decisions and setting academic policy in order for post-secondary institutions to fulfill their public responsibilities for the creation, preservation, and transmission of knowledge and for the education of students. Academic staff associations have a role to play in strengthening systems of shared governance at their institutions, and in protecting and fostering the voice of the academic staff within them.

2

Final authority for administrative and financial matters should be the responsibility of the Board of Governors composed primarily of external community representatives selected through an open and transparent process. The Board should also include internal members comprising the President and representatives of academic staff regardless of type of appointment, alumni, non-academic staff and students. Among its functions, the Board should serve as a link between the institution and its many publics, with a responsibility to mediate between them while protecting the integrity of the institution's academic mission, institutional autonomy and Academic Freedom. Every effort should be made to ensure that the Board reflects the diversity of the community in which the institution is located. Membership on committees of the Board should be open to all of its members.

3

Academic decisions and setting of academic policy should be the responsibility of a senior academic body (typically called a Senate) committed to collegial governance. Associated functions should include but should not be limited to articulating the academic mission of the institution, determining its programs of study and related curricular matters, determining academic standards, oversight of long-range academic planning and its implementation, and oversight of the academic operations of the institution.

In addition, the Senate should have unlimited power of recommendation to the Board on any matter within the Board's purview that the Senate considers to be of import to the institution. This requires that the Senate is apprised of Board and administrative proposals or initiatives before final decisions are made and has meaningful opportunities to consider and provide recommendations.

4

Both the Board and the Senate should operate under written, publicly-available procedures and rules, within the context of and consistent with procedures and rules set out in legislation constituting the institution and in collective agreements negotiated between the institution and its academic staff association. These should include clear articulation of powers, duties and functions, including details about any delegated powers, duties or functions where their delegation has been authorized.

5

The majority of the Senate should be academic staff elected by their colleagues. The Senate should include student representatives elected by students. The President and Vice-President (Academic) should be ex officio members with vote. Other administrators at the rank of Dean and above should have voice but no vote. There should be one or two representatives elected by the Board of Governors. There should be a Speaker of Senate elected by the Senate who should have no other administrative post within the university. Every effort should be made to ensure that the Senate reflects the diversity of the academic community at its institution, and that barriers to equitable participation are identified and removed. Senators who are academic staff should be a majority on all committees of Senate, and should be elected by Senate following an open committee nomination process.

6

Academic staff should be a majority in all bodies that make recommendations or decisions on academic matters in departments, faculties, schools or colleges.

7

The President and the Vice-President (Academic) should be appointed or reappointed with the approval of both the Senate and the Board in an open and transparent process. Such appointments should be made on the recommendation of search or reappointment committees. These should be joint committees of the Board and Senate and include effective representation of academic staff as well as student and non-academic staff representation. Demonstrated ability to foster effective shared governance of the institution should be included in criteria and in duties listed in position descriptions.

8

The President, Vice-President (Academic) and any other officer whose duties include a significant role in supporting governance processes should be subject to periodic performance evaluation, with opportunities for input by all members of the Board and of Senate. Evaluation criteria should include criteria concerning performance of duties with respect to fostering effective shared governance of the institution.

Please feel free to contact Ms. Angie Kozak [lufa@lakeheadu.ca] or me for any comments or concerns.

Chief Negotiator's Report

Ken Hartviksen, ken.hartviksen@lakeheadu.ca

Much has been accomplished since the *LUFA Newsletter* in November of 2019. Work is on-going in the LUFA Executive,

Joint Committee for Administering the Agreement, LUFA Pension Committee and LUFA Benefits Committee. Recruitment for the Negotiating Team is entering the final stages and LUFA member engagement in preparation for bargaining continues.

Orillia Campus Engagement

On December 5, 2019, I was able to join an engagement session with the Orillia campus via teleconference in support of Gautam and QingLai's visit there.

It was also my pleasure to visit the Orillia Campus on January 30 and 31.

I want to thank everyone who, individually and collectively, shared their experiences and thoughts about the 'Orillia experience.' It was also a pleasure to have the opportunity to deliver the first workshop in the 'Retirement Ready at Any Age' series sponsored by the LUFA Pension Committee.

Referendum for LUFA members who are Members of the LUEPP

Contract Lecturer LUFA members became members of the **Lakehead University Employee Pension Plan (LUEPP)** as a result of a Letter of Understanding appended to the 2016 Collective Agreement. These members were invited to an Information Session on the issue of 'decoupling' contributions to the pension plan from their own contributions to the Canada Pension Plan on February 4, 2020.

A referendum for those LUFA Members was conducted from February 4 through 7 on both campuses. The members strongly supported the decoupling initiative.

LUFA, through the *Joint Committee for Administering the Collective Agreement* will meet with Administration in March to discuss the Board's willingness to amend **Letter of Understanding #4** to effect this change.

The membership will be advised of LUFA's efforts to address this issue on behalf of Contract Lecturers.

Membership Consultation

I thank all faculty who have attended and shared their experiences with the Collective Agreement. The LUFA-sponsored '**Coffee and Conversation**' series of member engagement has been well attended.

In 2020 two 'themed' sessions have been held. On January 14, the focus was on **Employment Benefits**. On February 11 the theme was **Salaries**. On March 17th the focus will be on **Pension**. LUFA is looking to add an alternate date and time for this session so that Members who cannot attend the March 17th session, may be able to attend.

I urge all members to attend the Pension consultations. Unlike the other 'Coffee and Conversation' sessions, the Pension meetings will offer a significant briefing on the structural issues facing the Lakehead University Professional Pension Plan and the prospects for improvement, even in the face the restrictions imposed by Bill C124.

LUFA President, Gautam Das has initiated visits to Faculty Councils across the campus. I was able to join him on January 23 when we had the opportunity to visit with the Faculty of Law.

The LUFA Membership can look forward to completing a 'Negotiation Priorities' on-line survey and following the compilation of the results, a final '**Coffee and Conversation**' meeting will be held to share results of the survey.

Independent Review of the Professional Pension Plan

On December 6, 2019, the Professional Pension Plan Advisory Board unanimously approved the following motion:

Moved by _____ Seconded by _____ that a contract for a review of the Professional Pension Plan be negotiated in accordance with the report to the Pension Board dated December 6, 2019; and that the focus of the review be on the adequacy of retirement benefits compared to other Ontario Universities and major Ontario employers.

The Advisory Board stated that the review should be expedited.

At the time of writing (February 14, 2020) the 'Request for Proposal' remains in LU Purchasing.

It is entirely possible that this independent, external review will NOT be completed in time to inform contract negotiations.

Bargaining Outlook for Ontario Universities in 2020

Contract negotiations in universities across the Province of Ontario will be well underway before Lakehead starts to bargain in early June.

OCUFA's joint constitutional challenge with the Ontario Federation of Labour of Bill C124 will be underway but it is too early to predict whether this will be successful or not.

In the meantime, I remain in weekly contact with chief negotiators across the Province monitoring developments.

Path to Bargaining at Lakehead University

In early January, the Board of Governors approached LUFA with a list of proposed dates for bargaining that included an 'exchange of proposals' on April 22, 2020 followed by a series of proposed dates on April 12, 13 and again on April 25 and 26.

Article 40 of the Collective Agreement states that either party may give notice of the 'intent to bargain' within the 90 day window prior to the expiration of the current Collective Agreement.

If the Collective Agreement is to be respected, the earliest time for 'exchange of proposals' is early June of 2020.

LUFA reminded the Board of **Article 40** and both parties have agreed to the following bargaining dates:

- Monday, June 1
- Tuesday, June 2
- Monday, June 22
- Tuesday, June 23
- Wednesday, June 24

Summary

It has been a busy few months responding to the Board of Governors, continuing the work of LUFA committees, and especially engaging LUFA Members on both campuses. These preparations should serve the membership well when the time comes to present the common resolve of faculty concerning the future of Lakehead University.

I look forward your continued support and encouragement.

Contract Lecturer Committee Report

Laurie Forbes , Co-Chair,
laurie.forbes@lakeheadu.ca
John Fell, Co-Chair,
john.fell@lakeheadu.ca

In honour of OCUFA's Day of Action, February 12, the Contract Lecturers/Continuing Lecturers Committee members wore either OCUFA or CAUT t-shirts to promote the opportunity for dialogue on precarious employment.

We ask Contract Lecturer members to check their email after reading week for the annual Contract Lecturers/Continuing Lecturers survey. This quick and confidential survey will produce useful data for review by the Committee prior to upcoming contract negotiations.

Should you have any questions or concerns (or would just like to chat), please do not hesitate to contact us.

LUFA Pension Committee Report

Glenn Colton
glenn.colton@lakeheadu.ca

The LUFA Pension Committee has held two meetings since the Fall (on December 3, 2019 and January 14, 2020). The committee continues to focus its efforts on three priority areas for 2019-20: 1) to monitor the performance and operations of the Professional Pension Plan of Lakehead University, 2) to monitor the development of the Ontario University Pension Plan, and 3) to continue to engage the membership in awareness of the pension plan and in the importance of retirement planning generally.

The Professional Plan produced a total rate of return of 12.83% for 2019. While the healthy rate of return is encouraging, the committee continues to monitor the operational structure of the plan closely. To that end, the Lakehead University Pension Advisory Board passed a motion to initiate an independent external review of the current plan at its December meeting (the last such review was conducted in 2006). The review will assess the plan's ability to deliver adequate benefits for LUFA members.

The committee continues to monitor developments with the new University Pension Plan of Ontario (UPP), in anticipation of the new entity becoming fully operational by July 1, 2021. Recent developments include the appointment of Gale Rubenstein, a partner at Goodmans L.L.P. with experience in corporate restructuring, pensions, and regulatory matters, as the inaugural Chair of the UPP Board of Trustees, and the finalizing of UPP agreements by the administrations and faculty associations of the University of Guelph, University of Toronto, and Queen's University.

To further member engagement with respect to pensions, the committee is pleased to be presenting the inaugural **Retirement Ready Speaker Series** for LUFA members during the Winter 2020 term. As previously announced via e-mail, the series addresses aspects of retirement planning and pension-related issues, as follows: **Introduction to Retirement Planning** (Ken Hartviksen)(Jan. 28, 2:00-3:30pm, in ATAC 5033, and Jan. 29, 11:30am-1:00 pm, in ATAC 3004 and OA 3041), **RRSPs, Spousal RRSPs, RESPs, and TFSAs** (Camillo Lento) Feb. 12, 10:00am-11:30am, in ATAC 5036 and OA 2005, and Feb. 13, 11:30-1:00pm, in ATAC 3004 and OA2005, and **The Structure of the Lakehead University Professional Pension Plan** (Clint Mason), Mar. 5, 2:00-3:30pm, in ATAC 5035 and OA3007, and Mar. 6, 1:00-2:30pm in ATAC3004 and OA3007).

LUFA members are once again reminded that, as per the results of the referendum on removing the "less CPP" language from member contributions to the plan, this change has taken effect as of January 2020 and is now reflected in members' payroll deductions. Members are further reminded that plan members may make additional voluntary contributions to the plan in addition to the base amount (6.5% of regular earnings for LUFA members). To discuss additional contributions, or other aspects of members' individual pension accounts, please contact Clint Mason, Manager of Pension Services

crmason@lakeheadu.ca).

OCUFA Report

Glenn Colton
glenn.colton@lakeheadu.ca

On January 10, 2020, an emergency OCUFA Members Meeting was held for the primary purpose of discussing options for a legal challenge to the "Protecting a Sustainable Public Sector for Future Generations Act," the provincial government's controversial wage cap legislation for public sector workers that was first introduced as Bill 124.

Members weighed expert opinions from legal counsel and OCUFA analysts, before voting overwhelmingly to join the Ontario Federation of Labour Coalition. This is the largest group of unions moving forward with a legal challenge to the Act, including CUPE (Canadian Union of Public Employees), AMAPCEO (Association of Management, Administrative and Professional Crown Employees of Ontario), PIPSC (The Professional Institute of the Public Service of Canada), SEIU (Service Employees International Union), USW (United Steelworkers), IBEW (International Brotherhood of Electrical Workers), UFCW (United Food and Commercial Workers), PSAC (Public Sector Alliance of Canada), COPE (Canadian Office and Professional Employees Union), the Society of United Professionals, and now OCUFA.

While the outcome of any court action cannot be predicted, the Ontario Divisional Court, in a recent decision, struck down the Ford government's controversial "Student Choice Initiative," finding the directive to be both unlawful and a violation of university autonomy. The

court ruling confirms the central role of institutional autonomy in ensuring that universities are able to operate free of political interference from the government, and references these as “bedrock principles on which Ontario universities have been governed for more than 100 years.”

The 160th OCUFA Board of Directors Meeting took place Feb. 8-9 in Toronto. The Board discussed OCUFA's current priorities (good jobs, university funding, and capacity building) in light of the political context in Ontario today, noting significant challenges for post-secondary education in the wake of actions taken by the provincial government.

In light of these concerns, and with the aims of preserving accessibility and quality of postsecondary education in Ontario and improving working conditions for university faculty, OCUFA has made the following 2020 pre-budget recommendations to the Government of Ontario:

1. Increase per-student public investment in Ontario's universities to improve Ontario's rank among other provinces (currently dead last in the country) in per-student funding by 2024-25.
2. Reverse the unstable and inequitable performance-based university funding model and revert to the largely effective enrolment-based funding model.
3. Eliminate the wasteful, ineffective, and unreliable Higher Education Quality Council of Ontario and allocate its budget to student assistance.
4. Invest in a multi-year faculty renewal strategy that supports meaningful long-term change. This strategy should encourage universities to undertake additional full-time tenure-stream hiring over and above their current planned growth, and direct funds towards transitioning existing contract faculty into secure full-time positions.

5. Drop the appeal of the Ontario Divisional Court's decision that deemed the “Student Choice Initiative” unlawful to save further legal costs and the additional resources universities and colleges require to support the flawed program.
6. Repeal the “Protecting a Sustainable Public Sector for Future Generations Act” to avoid a lengthy and costly Charter challenge and, instead, focus on the province's real problem: the revenue required to adequately fund Ontario's public services.
7. Adequately and meaningfully consult with sector stakeholders, especially representatives of faculty, workers, and students, before introducing new government legislation or policy initiatives.

A brief update on the status of the proposed University Pension Plan Ontario (UPP) was provided, noting that administrations, faculty associations, and some local unions at the University of Guelph, University of Toronto, and Queen's University have finalized the UPP agreements. As of January 1, 2020, the UPP is now an official legal entity. The new UPP is anticipated to be fully implemented and operational by July 1, 2021, after which other institutions may be given the opportunity of joining. Due to increased demand and interest from members on pension issues, OCUFA is planning to host a special pension workshop on Saturday, April 4, 2020.

On Feb. 8, a ceremony celebrating outstanding contributions to teaching, equity, and grievance/arbitration was held. The following OCUFA awards were presented at the ceremony: the 2019 Lorimer Award recognizing individuals who have worked to protect and promote the interests of Ontario's academic staff through collective bargaining (recipient: **Geoffrey Hudson, Northern Ontario School of Medicine**); the 2019 Status of Women and Equity Award of Distinction recognizing faculty whose

work has improved the lives and working conditions of academics who are Indigenous, women, racialized, LGBTQS+, living with disabilities and/or belong to other historically marginalized groups (recipients: **Kimberly Nugent**, University of Ontario Institute of Technology, and **Andrea O'Reilly**, York University), and the inaugural Award for Outstanding Contribution to Grievance/Arbitration (recipients: **Christal Coté**, Carleton University, and **Sophie Quigley**, Ryerson University).

The Call for Nominations for the 2019-20 OCUFA Teaching and Academic Librarianship Awards has been distributed. Anyone within the university community can nominate a faculty member or librarian. ***New for this year is an added award category for Contract Faculty members.** Award recipients are selected by an independent OCUFA committee comprised of faculty, librarians, and student representatives, and honoured at a banquet during the Fall OCUFA meetings in Toronto. The deadline for nominations for 2019-20 awards is **May 22, 2020**. Nominations can be made through OCUFA's secured online submission system as a single PDF file: <https://ocufa.on.ca/ocufa-awards/teaching-and-academic-librarianship-awards/>. Inquiries to: 416-979-2117.

Chief Grievance Officer's Report

QingLai Dang,
qinglai.dang@lakeheadu.ca

I attended the CAUT Forum for Senior Grievance Officers in Ottawa in December 2019. The central theme of the forum is academic freedom. Here are some important take-home messages:

1. The academic freedom for faculty members has four components: 1. freedom to teach, 2. freedom to research and publish, 3. freedom to intra-mural expression, and 4. freedom to extra-mural expression.

2. The academic freedom includes the broad, but not absolute, right of professors to determine their own grades, to claim ownership over their course notes and to decide the content of their university courses.
3. Academic freedom cannot be stretched so far as to protect non-objective methods for student grade evaluation or to strike down either a university's implementation of mandatory course evaluations by students or a university's replacement of its internal email system with an American-based system.
4. The academic freedom of intra-mural expression allows university faculty to freely comment on and challenge academic policies, practices, programs or positions enacted or enunciated by their universities without suffering institutional censorship or any chilling of their expressive rights. However, the right of a professor to criticize the university must be used responsibly, non-violently and in a lawful manner.
5. The academic freedom does not protect defamation, hate speech, incitement to violence, harassment, discrimination, breaches of confidentiality and privacy, statutory requirements for civility, or interference with the expressive rights of others, or any other violations of the legal limitations on expression.
6. Academic freedom must be exercised reasonably in relation to time, place, subject and tone.
7. A professor does not have to be disciplined for statements or actions in order for her/him to be able to assert that academic freedom has been breached.
8. Employers have the duty of inquiry and duty of accommodation for disability (e.g., addiction).
9. Marking must be adjusted to accommodate disability

LUFA Emeritus Committee Report

David Kemp, Chair,
david.kemp@lakeheadu.ca

LUFA President, Gautam Das, is interested in meeting with the emeritus members of the Association to talk about mutual concerns. He has arranged a meeting with coffee and snacks for Wednesday, March 11 at 10:00 am in ATAC 3004. Please let Angie know at lufa@lakeheadu.ca if you are able to attend

Emeritus professors, who are members of LUFA are also members of the Colleges and Universities Retirees Association of Canada (CURAC). LUFA regularly contributes to the cost of sending a delegate to the annual meeting of CURAC and will do so again this year. The 2020 meeting will take place at the University of British Columbia in Vancouver, from May 13 to May 15. If you are interested in being a delegate, please contact Dave Kemp at dkemp@lakeheadu.ca. Information on the conference is available on the CURAC website at www.curac.ca.

LUFA Benefits Committee Report

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

The LUFA Benefits Committee has followed the action plan to review our benefits plan and to prepare for the forthcoming collective bargaining. The updates and progress are provided below:

- The Committee has compiled and analyzed the benefits plans from the comparators, and compared to the LUFA benefits plan. The results and suggestions are shared with the Chief Negotiator Dr. Ken Hartviksen and the LUFA Negotiating Team for preparation.
- The "Coffee and Conversations" session on January 23, 2020 focused

on benefits. The session was quite successful in improving the awareness of our benefits plan, discussing various issues and sharing members' experiences. Some members also provided very constructive comments and suggestions in improving and managing our benefits plan.

- The Committee has collected and summarized the comments and suggestions from LUFA members regarding benefits. The Committee greatly appreciates all these valuable inputs, and strongly encourages LUFA members to share more comments, suggestions and their experiences.
- The Committee has followed the guideline in "Surveys as engagement tool" from OCUFA Bargaining Workshop and drafted several survey questions regarding benefits. This will be compiled with those questions prepared by other LUFA committees to identify our members' preferences and priorities in the forthcoming negotiation.

Again, the LUFA Benefits Committee encourages members to become aware of the potential problems to occur in the administration of benefit coverage. We encourage members to closely monitor their experiences with the administration of health benefits and to report concerns to Human Resources and to keep the LUFA Benefits Committee informed.

Benefits Committee

Shikui Wu, Chair (Business Administration)
 Anthony Lariviere (Philosophy)
 Mohammad Nasir Uddin (Elec. Engineering, Barrie)
 Joey Farrell (Emeritus)
 Ken Hartviksen (Business Administration, ex-officio member)



LUFA Executive Committee 2019/2020

President, Gautam Das
Vice-President, Glenn Colton
Secretary, Florin Pendea
Treasurer, Sherry Wang
Past President
Members at Large Scott Pound
Stephen Hecnar
Chief Grievance Officer, Qing Lai Dang
Chief Negotiator, Ken Hartviksen
CAUT Rep, Gautam Das
CAUT Defence Fund Rep, Livio DiMatteo
OCUFA Rep, Glenn Colton
OCUFA Collective Bargaining, Ken Hartviksen
Status of Women Rep, Karen Poole
Administrative Assistant, Angie Kozak

Future Meeting Dates

LUFA Annual General Meeting
Tuesday May 5th, 10:00 am