

# LUFA News

Spring 2021

## LUFA ANNUAL GENERAL MEETING

Friday May 7<sup>th</sup>, 2021

9:30 am

### President's Report

Gautam Das, [gdas@lakeheadu.ca](mailto:gdas@lakeheadu.ca)

I am writing to inform you that the Board of Governors ratified the Tentative Agreement in March. The negotiating team members revised the Collective Agreement and submitted it to the administration for their review at the end of March. We hope to make the new Collective Agreement available to you soon.

Once again, I want to thank you for your unwavering support to the LUFA's negotiating team, who worked tirelessly with the representative of the LU Board of Governors on your behalf to reach a fair deal that would improve our working conditions at Lakehead University. I would also like to take this opportunity to express my sincere appreciation to the Executive and all LUFA committee members for their work in support of our negotiating team. Most importantly, I want to thank the **members of the LUFA Pension Committee (Livio Di Matteo, Camillo Lento, Wa Gao, Ryan McVeigh, Jim Stafford, Glenn Colton and Ken Hartviksen) who have done an enormous amount of work on your behalf in the last several years.** Finally, I want to express my sincere thanks to Angie Kozak for her contributions during this unprecedented time.

In my last report, I have mentioned that ***On December 18, 2020, the BoGs withdrew the short-term layoff provision, giving the President discretionary power to layoff faculty and agreed to reform the current Professional Pension Plan. Once again, it is important to note that LUFA could not achieve this goal without your support for a Job Action – a powerful negotiation tool.***

The new collective agreement laid out a pathway to achieve a pension plan, which would support membership to retire and have a dignified life after retirement. Those who attended the Pension Board Meeting on April 29, 2021 know that the progress on this front is very slow. Further, I will request you to read the revised Actuarial Report and other materials available in the Proteus website [<https://www.proteusperformance.com/>; login "Lakehead-Member" and password "learning"]. Please also see the report from **the chair of the LUFA Pension Committee.**

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Ken Hartviksen, LUFA's chief negotiator, reported in the last General Meeting on **February 26, 2021**, that the negotiation team fought for Faculty Equity Policy, Collegial Governance, Conflicts of Interest, and to improve the working condition of Contract Lecturers. Although they were not successful in resolving these issues, the conversation during the negotiations will provide pathways forward for the next round of negotiation, starting in early next year. **It is important to note that LUFA achieved a huge gain for the Contract Lecturer members – Removal of employer CPP premium during the life of the new CA (2020-2022), which will increase employer contribution to their pension.**

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

**Attending Faculty Council Meeting:** To make the membership and Dean aware of the substantive changes in the new Collective Agreement, LUFA has started attending and presenting at the faculty council meeting. **Lynn Martin, Debra Gold** and I have attended three faculty councils (Health and Behavioural Sciences, Social Sciences and Humanities, and Education) so far. We are waiting to hear from other faculties.

**Pre-Senate Meetings:** In my last report, I have mentioned that LUFA is hosting Pre-Senate meetings regularly. One of the issues we discussed in the recent meetings is the most critical issues 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. We have seen recently at one of the institutions in the Province of Ontario, where the Senate passed motions under duress which is detrimental for the institution and most importantly for faculty members and students. LUFA has received several suggestions on how to remove the Imbalance, one of them was to increase the number of members from each faculty. Please see the article posted in LUFA website to get a glimpse of why it is important to restore Collegial Governance. [<https://lufa.org/collegial-governance-what-you-need-to-know/>]

Further, I have discussed the issues of **Imbalance in Senate Committees' composition** with the chairs of several Senate Committees and some senior senators. I hope we will see a positive change happening on various fronts soon – *"this is our university, and we have to work together and lead this institution towards a brighter future"*. The recent development in a number of institutions in the Province, makes me think more than ever that administration members are holding office for a limited time, and *their actions/decisions have long-term consequences.* I will request you to 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***]

**Intellectual Property Issues:** I am repeating this from my previous report that exercises caution when entering into agreements with the Office of Innovation, Partnerships and Economic Development (IPED), formerly the Economic

Development and Innovation (EDI) office. Most importantly, if you are interested in filing a patent application or signing NDA with companies, you may lose some of your rights as defined in the CA if you are not careful. **[Please see the past Newsletter report from the Chief Grievance Officer].**

**Faculty Engagement Session:** LUFA will arrange Faculty Engagement Sessions in the coming months. LUFA started attending the Faculty Council Meetings and bring information to the membership related to the substantive changes in the new Collective Agreement. Please encourage your colleagues to participate in various LUFA meetings. Once again, *it is your association, and your involvement is crucial.*

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. Also, Mrs. Angie Kozak, myself, and the other LUFA Executive members are available to answer any questions or concerns you may have.

In solidarity,

## Chief Negotiator Report

Ken Hartviksen

[Ken.hartviksen@lakeheadu.ca](mailto:Ken.hartviksen@lakeheadu.ca)

Final editing of the New 2020-2022 Collective Agreement is nearing its end. We hope to have electronic and hard copies of the new Agreement in the near future.

Work has begun on a number of fronts as a consequence of the end of bargaining. This includes:

- First meeting of the Joint Benefits Committee with Dr. ShiKui Wu elected as chair and next meeting scheduled for June 3
- Steps to assemble a Joint Committee on Diverse Scholarship have been taken
- Administration has started the due diligence process on pension reform.

At this time, it is important to acknowledge and thank the members of the LUFA Negotiating Team 2020 who put service to the membership and the University ahead of their own personal and professional lives.

Let us all recognize and thank:

Debra Gold  
Jennifer Jarman  
Camillo Lento  
Taina Maki Chahal  
Lynn Martin  
Rob Mawhinney  
Karen Poole

The Negotiating Team was supplemented and complemented through the work of Angie Kozak. Angie

thank you for never missing a step from start to last despite your personal loss.

LUFA President Dr. Gautam Das was a tireless extra-member of the Negotiating Team and I am ever grateful for his work and support.

The Action Team led by Scott Hamilton and Moira Davidson managed to generate information resources for the membership in very short timelines under significant stress. The success of the Strike Vote that led to a successful conclusion of negotiations would not have been possible without their teams efforts.

Many thanks the membership, especially those of you who shared your thoughts about how the conditions of work at Lakehead University could be improved. Your willingness to attend engagement meetings and to speak out allowed the Negotiating Team to be thoroughly briefed on the issues.

It was an honour and pleasure for me to work with such a talented, engaged and knowledgeable group of professionals.

Respectfully submitted

## Pension Committee Report

Glenn Colton, Chair, [glenn.colton@lakeheadu.ca](mailto:glenn.colton@lakeheadu.ca)

The Lakehead University Professional Plan has produced a year-to-date rate of return of 4.1% for the three-month period ending March 31, 2021, with a monthly return of 2.5% for the month of March. While past results are no guarantee of future returns, it is hoped that recent changes to the Plan's investment holdings (such as the introduction of new international growth and value funds) will further enhance future returns while preserving capital and minimizing downside risk.

The Pension Advisory Board met on March 4 and April 29, 2021. During the March meeting, a resolution was passed to amend the Professional Plan to allow for the University to make additional contributions on behalf of active members. The purpose of the amendment is to allow for the phasing in of the removal of the CPP contribution offset. The resolution marked an important milestone for plan members, bringing to fruition a change first proposed by the LUFA Pension Committee and negotiated by the LUFA Negotiating Team.

The Board's April meeting included a presentation by Eckler Associates detailing a revised actuarial report to replace the previously filed actuarial report dated October 2020. The principal revision identified in the report was in respect to "additional liabilities and an adjustment to Plan assets for an accrued retroactive lump sum payment owed to certain retirees in respect of changes in the way the 2000 plan amendment is administered." A lengthy discussion ensued on the implications of the revised report, and LUFA is monitoring this latest development very closely

to ensure that the pension rights of all members are fully protected.

## Contract Lecturer Committee Report

Laurie Forbes, Co-Chair, [laurie.forbes@lakeheadu.ca](mailto:laurie.forbes@lakeheadu.ca)

John Fell, Co-Chair, [john.fell@lakeheadu.ca](mailto:john.fell@lakeheadu.ca)

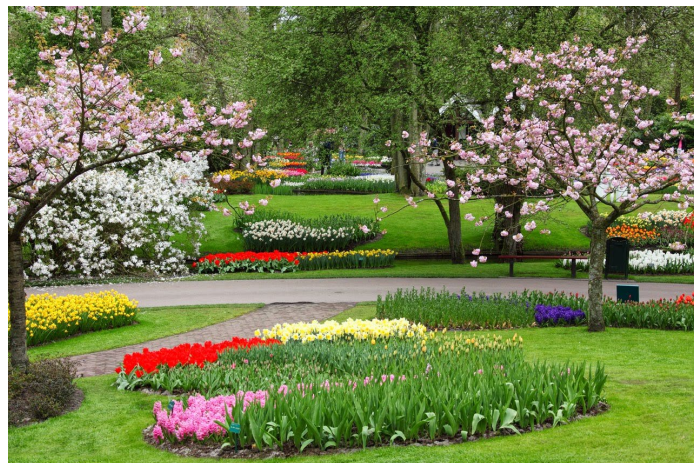
On April 21, OCUFA's Contract Faculty-Faculty Complement Committee held its annual Social Media Day of Action. The CL/CL Committee participated by circulating information about the event to various constituencies, including LUSU and the Thunder Bay Labour Council.

The Committee's other end-of-term project was to review the surveys completed in the annual survey of Contract and Continuing Lecturers and to present the results on April 28 at the AGM. The many respondents constituted a large portion of our membership and included a good representation of CLs at all levels.

A number of issues concerning CLs remain unresolved. The survey noted there is a need for the Contract Lecturer Levels to be clearly explained and available in a document on the LUFA website. As well, job security is a concern. Even a Level III CL, after years of service, can suddenly cease to be an employee of Lakehead University depending on which courses continue to be offered by their department and who is teaching them.

The survey results highlighted some positives as well. This year's version of the survey featured some pandemic-related questions, one of them pertaining to the degree of support provided for CLs in these times. It was noted that a number of the respondents indicated a high degree of satisfaction with the help they received from the Teaching Commons in transitioning to online delivery.

The AGM was well attended and the discussion lively. Thanks to all!



# Benefits Committee Report

ShiKui Wu, Chair, [shikui.wu@lakeheadu.ca](mailto:shikui.wu@lakeheadu.ca)

## Joint Benefits Committee

Following the previous report in Winter 2021, the University has agreed to activate a Joint Benefits Committee to oversee the benefit plans such as Long-Term Disability (LTD). The Joint Benefits Committee consists of six members, and three members representing LUFA (LUFA President, LUFA Chief Negotiator and LUFA Benefits Committee Chair). The Joint Benefits Committee had its first meeting on April 22, 2021. At the meeting, the Committee elected the LUFA Benefits Committee Chair as the Chair of the Joint Benefits Committee. The LUFA representatives have requested the detailed data about the joint plans for review, and the Terms of Reference will be discussed at next meeting.

## Summary of Benefits Improvement/Changes in New Collective Agreement

### 36.01 Pension and Benefits

Effective September 1, 2021, the residual amount of the 1% in the second year of the agreement will be used for the following:

1. improve vision care benefits from \$300 to \$500, every 24 months, at a cost of \$43,500 for members.
2. SEE ALSO, LETTER OF UNDERSTANDING (NEW); PENSION CONTRIBUTIONS AND FUTURE PENSION REFORM for:
  - i. improve benefits for professional services (acupuncturist and nutritionist),
  - ii. improve benefits for mental health and behavioural services (Elder support, social workers, etc.)

36.01.06 Retired members ~~beyond the age of 65~~ shall have the right to remain enrolled in plans (A) and (E) ~~as of June 30, 1994~~. The retired member shall pay one hundred percent of the premium costs for ~~his/her~~ **their** coverage under 36.01.01 (A) and (E). If a retiree has chosen to take the health benefits available through Lakehead University, which are self-funded, upon death of the retiree the spouse may continue with the benefits provided that they are self-funded. **Any material change in benefits provided to retirees shall not take effect without prior notification of retirees through the duly elected Emeritus member of the LUFA Executive.**

36.01.08 Each Level 2 and 3 Contract Lecturer Members shall be entitled to access the services provided through the Employee Assistance Program at Lakehead University.

**Contract Lecturer members will be recognized for their years of service through the Annual University Service Recognition event.**

## **Benefits Committee**

Shikui Wu, Chair (Business Administration)  
Robert Omeljanuk (Biology)  
Salimur Choudhury (Computer Science, Orillia)  
Ken Hartviksen (Business Administration, ex-officio member)

## OCUFA Report

Glenn Colton, [glenn.colton@lakeheadu.ca](mailto:glenn.colton@lakeheadu.ca)

The OCUFA Board of Directors met on February 20, 2021, preceded by special meeting of Northern Ontario board representatives on February 19.

The Board of Directors Meeting focused on challenges facing the Laurentian University Faculty Association (LUFA) following Laurentian University's shocking filing for court protection under the *Companies' Creditors Arrangement Act* (CCAA). The meeting included a legal presentation on the CCAA proceedings by law firm Koskie Minsky and a discussion about the different ways OCUFA and its member associations have been supporting LUFA, including an advocacy week of meetings with MPPs, regional organizing work, a letter-writing campaign, among other actions.

In addition to the alarming events at Laurentian, board members also discussed OCUFA's priorities for the 2020-21 academic year and the challenges presented by the Ford government. The 2020-21 priorities, as identified by the OCUFA Board, are good jobs, university funding and capacity building.

On April 12, the devastating news broke that 69 programs had been cut at Laurentian and that 110 faculty members had lost their jobs. OCUFA has responded by calling for the resignation of Minister of Colleges and Universities Ross Romano and senior members of the Laurentian University administration. As OCUFA Executive Director Jenny Ahn has noted, the financial challenges Laurentian is facing are a direct result of "poorly considered and reckless administrative decisions and the erosion of public university funding," a sentiment echoed by OCUFA President Rahul Sapra: "If Ross Romano had done his job, none of these cuts would have occurred. Romano and the Ford government knew about the depths of Laurentian's financial difficulties for months, if not years. They had numerous opportunities to take action to avert this crisis. Instead, they chose to do nothing and betrayed the trust of Ontarians."

Members are encouraged to show their support for colleagues at Laurentian via the OCUFA website ([www.ocufa.ca](http://www.ocufa.ca)) and [www.northernsolidarity.ca](http://www.northernsolidarity.ca).

# Emeritus Committee Report

Glenna Knutson, Chair, [gknutson@lakeheadu.ca](mailto:gknutson@lakeheadu.ca)

The Emeritus Committee is comprised of the following members:

Jim Stafford, David Kemp, Joey Farrell, Brian Phillips, Karen Maddox and Glenna Knutson (Chair). During the 2020-21 year, the Committee met regularly and focused on the following:

a review of the LUFA Bylaws as they pertain to Emeritus Members;

compilation of a list of all Lakehead University Emeritus Professors up to 2020;

commencement of outreach strategies with LUFA Emeritus Professors; and

discussion of further strategies to engage Lakehead University Emeritus Professors and retired Academic Librarians and Contract Academic Staff in LUFA.

On March 29, 2021, Glenna Knutson and Gautam Das attended a Zoom meeting of CURAC for the purpose of discussing strategic planning. This event was very informative in revealing the breadth of activities carried out by retired academic staff at many Canadian universities. A member of the LUFA Emeritus Committee will attend the CURAC Annual General Meeting in May 2021.

I wish to thank all members of the Emeritus Committee for their hard work and commitment over the past year, and also to thank Angie Kozak for her assistance to the committee over this time. We have worked closely with Angie on our activities above.

# LUFA Executive Committee 2020/21

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  
Stephen Hecnar  
Qing Lai Dang  
Ken Hartviksen  
Gautam Das  
Livio DiMatteo  
Glenn Colton  
Ken Hartviksen  
Karen Poole  
Shikui Wu  
Laurie Forbes  
John Fell  
Glenna Knutson

Karen Poole  
Will Zhao  
Debra Gold  
Jason Blahuta  
Sree Kurissery  
Glenn Colton  
Juan Pernia  
Richard Maundrell  
Angie Kozak