

LUFA News

Winter 2022

LUFA GENERAL MEETING

Thursday February 24, 2022

9:30 am

Via Zoom

President's Report

Gautam Das, gdas@lakeheadu.ca

The Winter General Meeting will be held on February 24, 2022. I would like to take this opportunity to invite you to attend the meeting. Thank you for participating in various LUFA meetings and for engaging in discussions.

I want to express my sincere appreciation to the volunteers serving on various LUFA committees and members serving as grievance officers. **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 organized twelve sessions since July 2021, which provided 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.

The broader issues we have identified are – University Governance, Pension, Workload, Benefits, Salary, Equity and working conditions of the Contract Lecturers. At the time of writing this report, three Canadian universities are on strike, and the main issues are **Quality of Education, Salary, Workload, and Pension.**

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In the coming weeks, the Action Committee (**Purpose** - 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) will seek your assistance to identify and embrace our common goals. Please consult past **LUFA Communiqué – Coffee and Conversation** to find the summary of those sessions.

Negotiation - LUFA Executive passed the following motions unanimously on January 14, 2022:

Motion: THAT LUFA retains the services of David Wright, Labour Lawyer as the spokesperson to lead negotiations for 2022.

Motion: THAT LUFA Executive appoints R. Mawhinney as Chief Negotiator starting June 1, 2022. In addition, R. Mawhinney will begin working immediately with K. Hartviksen to prepare for the upcoming negotiations.

Please read Chief Negotiator's report for further information.

Pension – In the last several Coffee and Conversation sessions, Ken Hartviksen highlighted the issues related to the LU Pension Plan. He presented an in-depth analysis of the CAAT's presentation at the Pension Board meeting on December 3, 2021. The recordings of some sessions are available on the LUFA website. For more information, I will encourage you to read the **pension committee** report in the newsletter and past LUFA Communiqué.

The Ad hoc committee on Pension Reform will host Town Halls in the coming weeks. Please watch LU **Media Relations**. The committee provided us with the following resources available on the pension services website:

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

- [Sub-Committee Terms of Reference](#)
- [The Value of a Good Pension](#)
- [UPP/CAAT DB Plus Comparison Chart](#)
- [2019 Eckler Report on Benefit Adequacy, Feasibility Analysis & Alternatives](#)

I urge you to review the documents discuss them with your colleagues. In addition, I recommend you join the upcoming Professional Pension Plan Advisory Board Meeting on **March 4, 2022**. I will send you detailed information closer to the meeting date.

Intellectual Property Issues – In the last LUFA newsletter, I have mentioned that 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 IPED as you may lose your IP rights, 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. **[Please get in touch with LUFA if you have any questions from Article 38 - Intellectual Property].**

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 contact me or any other LUFA Executive members if you have any questions or concerns.

In solidarity

Chief Negotiator Report

Ken Hartviksen

Ken.hartviksen@lakeheadu.ca

Your Association has been in active engagement of the membership since June of 2021. Regular Coffee and Conversation sessions and meeting with groups are ongoing. These activities are an important part of the process of preparing for the next round of negotiations which are scheduled to start in early June of 2022. Assembling a negotiating team, formal survey of membership and many other activities must be completed in the coming months.

As my official term of Office nears an end, I am working closely with your new Chief Negotiator, Dr. Rob Mawhinney to ensure an orderly transition.

You will hear much more on these preparations from both Rob and Gautam in the coming months.

Chief Grievance Officer Report

QingLai Dang, qdang@lakeheadu.ca

First of all, I would like to take this opportunity to thank Dr. Wely Floriano for her willingness to serve as the Acting Chief Grievance Officer during my sabbatical leave from July to December 2021. Her hard work is very much appreciated. I would also like to thank all the grievance officers for their great efforts in supporting LUFA members on various matters and resolving grievances.

Since I just came back to my role as the Chief Grievance Officer last month, the scope of my current report is very limited. LUFA is currently dealing with several Step IV grievances related to medical accommodation, rejection

of COVID 19 vaccination exemption applications and suspensions (unpaid leave) of LUFA members. If you have any concerns or questions, please feel free to contact one of our LUFA grievance officers. The LUFA grievance officers are:

Scott Pound (English)
Naqi Sayed (Business Administration)
Tianxuan Miao (Mathematics)
Jason Blahuta (Philosophy)
Wely Floriano (Chemistry)
Juan Pernia (Civil Eng.)
Jennifer Jarman (Orillia)
Sree Kurissery (Orillia)

Pension Committee Report

Ken Hartviksen
Ken.hartviksen@lakeheadu.ca

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

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

The LUFA Pension Committee met on Thursday, January 27, 2022. The Committee discussed the following topics:

- Review of the Pension Advisory Board meeting of December 2, 2021
 - o Board of Governors decision to fund the Solvency Deficiency at the minimum required as determined by Annual Actuarial Valuations.
 - o Most recent Valuation Report as at December 31, 2020 saw the Solvency Ratio fall from to 70.8%, and annual Special Solvency Payments required of the University change to \$2,720,400.
 - o Defined-Benefit-specific expenses will be paid out of the Excess Funds Account,
 - o CAAT presentation of 4 different Scenarios.
 - o An **Ad Hoc Sub Committee on Pension Reform** was established by the Pension Advisory Board to engage the university community on pension options going forward.

- Discussion of Letter of Understanding # 19 in the 2020-2022 Collective Agreement and LUFA's concerns expressed to arbitrator Eli Gedalof.
- Discussion of the need for the LUFA Pension Committee to identify target pension contribution rates and target dates for implementation.
- Discussion of OCUFA's Pension Workshop held on January 21, 2022, in particular, information about contribution rates among Ontario Universities with Defined Contribution Pension Plans and available JSPP alternatives including University Pension Plan of Ontario and CAAT DBPlus.

LUFA members are encouraged to follow the work of the **Ad Hoc Sub Committee on Pension Reform** via the Lakehead University Pension Services website:

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

The **Ad Hoc Sub Committee on Pension Reform** will be holding a university Town Hall meeting on Tuesday, March 1, 2022 in ATAC 1001 (also available via ZOOM). This meeting is open to all employees of Lakehead University as well as Lakehead University pensioners. Domenic Barbiero of Eckler will give an overview of types of pension plans and discuss the advantages of JSPPs and ways in which existing university pension plans can either merge with an existing JSPP or switch for future service.

For those unable to attend the townhall meeting in person or via ZOOM, a recording of the session shall be posted to the Ad Hoc Sub Committee segment of the Pension Services website.

TOWN HALL MEETING ON PENSION REFORM AT LAKEHEAD UNIVERSITY

Topic: LU Pension Reform Town Hall 01 March 2022
Time: Mar 1, 2022, 04:00 PM Eastern Time (US and Canada)

Join Zoom Meeting

<https://lakeheadu.zoom.us/j/92792567635>

Status of Women Report

Karen Poole,
Karen.poole@lakeheadu.ca

As the LUFA representative to the Status of Women and Equity (SWEC) group, I have attended the recent virtual meetings on February 3rd and 4th. As a subgroup of OCUFA, equity work continues to be a priority across our institutions. To that end, OCUFA is developing a survey to be distributed to university equity representatives, presidents

and selected committee members. The nature of the survey is to determine what equity resources and training are required by faculty associations. The SWEC committee has been invited to review the survey and provided recommendations.

Anti-black racism on campuses is being addressed, and a link to the Scarborough Charter on Anti-Black Racism and Black Inclusion in Canadian Higher Education was provided

(https://www.utoronto.ca/principal/sites/utoronto.ca.principal/files/docs/Scarborough_Charter_EN_Nov2022.pdf).

OCUFA is seeking nominations for the Status of Women and Equity Award of Distinction. This award celebrates the outstanding contributions of OCUFA members whose work contributes meaningfully to the advancement of professors, librarians and academic staff who are Indigenous, women, racialized, LGBTQ2S+, living with disabilities or belonging to historically marginalized groups. The link to the award criteria and submission deadline is <https://ocufa.on.ca/ocufa-awards/status-of-women-award-of-distinction/>.

OCUFA Report

Glenn Colton, representative,
gcolton@lakeheadu.ca

OCUFA has set out its priorities for the 2022 Ontario Budget in a written submission to the Standing Committee on Finance and Economic Affairs and in a presentation to the committee on January 20, 2022.

OCUFA's recommendations are to:

1. Increase per-student public investment in Ontario's universities to improve Ontario's rank by one spot among other provinces by 2026-2027.
2. Reverse the unstable and inequitable performance-based university funding model and restore the enrolment-based funding model.
3. Implement meaningful increases to the Northern and Bilingual Grants, special purpose funding (particularly for Indigenous programming and supports), and research funding.
4. Launch a multi-year faculty renewal strategy that supports meaningful long-term change to improve Ontario's student-to-faculty ratio by one spot among other provinces by 2026-2027. 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. Increase OSAP funding and convert student loans into grants.

The Superior Court of Justice has denied the Ontario Auditor General's request for documents pertaining to the Laurentian University insolvency crisis that the university claims are privileged. Following the Superior Court of Justice's ruling, the Auditor General announced that she would appeal the decision. The Ontario Legislature has also issued a rare Speaker's warrant demanding the release of similar documents. OCUFA is pleased that the Auditor General is seeking an appeal and calls on the university to come clean and comply with the Speaker's warrant to ensure full transparency and accountability for Laurentian's unprecedented financial collapse.

OCUFA is pleased to announce that nominations are now being accepted for the Lorimer Award, Award for Outstanding contributions to Grievance/Arbitration, OCUFA Service Award, Status of Women and Equity Award of Distinction, and Teaching and Academic Librarianship Awards.

Nomination deadlines:

March 21, 2022: Lorimer Award, Award for Outstanding Contribution to Grievance/Arbitration, OCUFA Service Award, and the Status of Women and Equity Award of Distinction

May 27, 2022: Teaching and Academic Librarians Awards

Further information on these awards can be found on the OCUFA website:

<https://ocufa.on.ca/ocufa-awards/>

The next meeting of the OCUFA Board of Directors is scheduled for Saturday, February 26, 2022, via Zoom.

Contract Lecturer/Continuing Lecturer Committee Report

Taina Chahal, Chair,
tchahal@lakeheadu.ca

I would like to begin by noting that the Contract Lecturer/Continuing Lecturer Committee recognizes the disproportionate effect of the pandemic on contract faculty. In addition, Bill 124, which will be in effect until the end of 2024, continues to limit any possible salary increases to 1%, and prohibits any larger salary increases afterwards to make up for the wage restraints. Considering inflation, CL wages, already low, have effectively been cut over the past years. In the last negotiations, LUFA achieved:

- CLs acknowledged at the Annual Years of Service Award.
- LOU#21. Deans are responsible to keep records on who has Right of First Refusal (onus is not on the

CL). Postings must prompt applicants to identify RFR, but applicants' failure to identify RFR doesn't forfeit that right.

- 19.03.01. Calls for CL positions must be posted on Human Resources website and relevant bulletin boards.
- For CLs in LUEPP, the removal of less CPP language and the possibility of moving to a CAUT JSPP (joint-sponsored pension plan) pending Administration agreement.

As LUFA enters another negotiating session, the CL/CL Committee looks forward to hearing from CLs on what they believe the union can do to negotiate on behalf of them, from working conditions and compensation to precarity at Lakehead. Shortly, we will be sending out the annual survey of CLs to collect comments and facts from you so that we can better understand our members.

Over the school year, the CL/CL Committee has been meeting once a month working on best practices to best represent contract faculty. In addition, I have met with the OCUFA Contract Faculty / Faculty Complement Committee to share ideas and build solidarity with contract faculty across Ontario. At the end of Feb., the CL/CL Committee will be sending out an email encouraging your participation in OCUFA's Social Media Day of Action in early March to draw attention to equity for contract faculty. We look forward to seeing our CL members at the spring AGM and wish you well in your work.



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
QingLai Dang
Ken Hartviksen
Gautam Das
Livio DiMatteo
Glenn Colton
Ken Hartviksen
Karen Poole
Shikui Wu
Taina Chahal
Glenna Knutson

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