

LUFA News

Spring 2023

LUFA ANNUAL GENERAL MEETING

Friday, May 19, 2023, 10:00 am

<https://lakeheadu.zoom.us/j/91466977042>

Meeting ID: 914 6697 7042

Passcode: 151904

President's Report

Gautam Das, gdas@lakeheadu.ca

I invite you to attend the Annual General Meeting on May 19 at 10 am. Dr. Susan Wurtele, OCUFA President, will address the membership, and we will have an opportunity to hear about the collective bargaining situation across the province. Furthermore, the membership will elect LUFA officers and members to serve on various LUFA committees. The new Executive will take office on June 1, 2023. **Dr. Sherry Wang**, Treasurer, will step down after serving for more than eight years. Please join me in thanking her for her dedicated volunteer service to LUFA. Sherry will remain an active member of LUFA as she will be involved in the grievance process in the coming years. Additionally, I want to inform you that **CAUT selected Dr. Juan Pernia** to serve on the CAUT EQUITY Committee. Please join me in congratulating **Dr. Pernia**.

I would like to express my gratitude to all members who actively participated in LUFA meetings (e.g., Coffee and Conversations and Pre-Senate Meeting) and those who volunteered to serve on the LUFA Executive, various committees, the Negotiating Team, the Action Team, and as grievance officers. LUFA would not be able to provide high-quality professional and timely services without your dedicated involvement. I want to remind you that your *service in LUFA committees and your active participation in the activities of LUFA are considered part of administrative responsibilities (Article 16.04) and service to the profession and the community (Article 16.05), respectively.*

As mentioned in my previous report, LUFA continues to advocate for, engage with, and fight for members' rights and working conditions, equity, diversity, and inclusion at all levels of university governance, board of governors and senate bylaws amendment, transparency and collegiality in the hiring and renewal process of deans, vice-presidents, and associate vice-presidents. We need to think of a longer-term strategy to improve the situation. We need to be part of developing the university's policies and governance! I encourage you to read **LUFA's deputation to the Lakehead University Board of Governors** on May 4, 2023, regarding the renewal of the deputy provost and vice-provost (teaching & learning), and associate vice-provost (academic). Furthermore, I encourage you to attend the senate, board of governors, and LUFA meetings. Please follow LUFA News Bulletins and visit the **LUFA website** for regular updates on **LUFA policies**.

Inside

President's Report	1
Chief Negotiator Report	3
Chief Grievance Officer Report	3
Contract Lecturer/Continuing	
Lecturer Committee Report	4
Emeritus Committee Report	5
Librarian Committee Report	5
Action Committee Report	5
LUFA Executive Committee	
(2022-2023)	5

I would also like to remind members that this is our university. We all are responsible for its sustainability through research, teaching, and learning, which cannot be achieved without transparent and collegial governance. We have to work together at all levels of university governance, starting from departments, faculty councils, senate, and board of governors.

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

Negotiation – Our bargaining commenced on May 1, 2023, and you received Negotiation Bulletin 1 from Lynn Martin, Chief Negotiator. As you know, LUFA retained the service of David Wright, a labor lawyer who will serve as the spokesperson. Lakehead University Board of Governors retained the service of Michael Kennedy, labor lawyer. Unfortunately, Lakehead University's reliance on Michael Kennedy compelled us to seek support from an external lawyer - which is undesirable! The university is becoming dependent on external lawyers, investigators, and consultants. The university could use this money for instructors, teaching and research, and student support. We must change this practice – transparent and collegial governance is the only solution!

Our next bargaining meeting is on May 29, 2023. I encourage you to join the Annual General Meeting and the upcoming sessions organized by the Action Committee. We must support our negotiation team, so please participate in the activities organized by the **Action Committee**.

Coffee and Conversation – LUFA has organized over ten sessions since September 2022. Issues raised by members in the previous meetings are: (i) Salary and Compensation; (ii) Recognition of Diverse Scholarships; (iii) Pension Contributions; (iv) University Governance and Collegiality – University's reliance on lawyers and consultants, and too many Associate VPs; (v) Contract Faculty members – Job security, sick leave; (vi) Faculty Renewal and (vii) elimination of SFT. In the coming weeks, you will hear from the **Action Committee** about the progress in bargaining and how you can support the negotiation team.

Pre-Senate Meetings - LUFA is regularly holding pre-senate meetings. They are an important way through which LUFA members can contribute to building a better academic community and improving the learning environment at Lakehead University. As noted in **Article 10.03 (D)**, LUFA's role is to **negotiate amendments to the collective agreement necessitated by Senate-approved changes to academic governance**. Attending the pre-senate meetings allows LUFA members to access critical information to help them make informed decisions. Please note that LUFA plays a crucial role in ensuring the long-term integrity and solvency of the university. We must work together to preserve and protect **collegial governance, academic freedom, and tenure**.

In the previous pre-senate meetings, we discussed one of the most critical issue: the imbalance in Senate Committee's composition. Over the past several years, there were many revisions to the Senate Bylaws, which ultimately

weakened the fundamental principle of Bicameral Governance! LUFA has been advocating for changes to the Senate Bylaws on several issues such as – **(i)** the selection of the Secretary of the Senate, **(ii)** the Vice-Chair of the Senate, **(iii)** the nomination process of Faculty representatives on BoGs, **(iv)** increasing the number of faculty senators, **(v)** ToR for Senate committees, and **(vi)** LUFA representative on the Senate. The Senate Organization Committee is conducting the regular 5-year Senate Bylaw review as part of its mandate. The Committee members are currently considering LUFA's options on these issues. I hope they will bring suggested changes/amendments at future Senate meetings.

I urge you to review the Senate **Bylaws** and the **Lakehead University Act 1965** (Article 14) to understand the Lakehead University Governance Structure. Also, if you have questions, please discuss them with senators and members of the Senate committees and consult past LUFA Communiqué on Pre-Senate meetings.

The Laurentian situation reminds us that we must be more involved in the Senate process. We encourage all faculty senators to attend the Pre-Senate meetings as these are important opportunities for dialogue with the rest of the membership. I encourage you to review **the Auditor General Report at a glance, the Special Report on Laurentian University**, and confidential exhibits (**Confidential Exhibit EEE; Confidential Exhibit FFF**).

Pension Reform – Many of you wanted to know about your Lakehead University Professional Pension Plan money! Unfortunately, the administration has chosen the path of secrecy so the information trickling down to us is scant. I encourage you to attend LUFA sessions and the Pension Board Meetings to learn more about the current issues!

In the past several years, LUFA Pension Committee and the Executive have done a great deal of research on Pension Reform! The discussion in the last several Coffee and Conversation sessions and the recent survey shows that members favour increasing the Pension Contribution to 8.05% from 6.5%. Currently, LUFA members contribute 6.5%, and LU BoGs contribute 8.05%. **Please note that LUFA members' contribution is the lowest at Lakehead University.**

I have mentioned before that pension is one of the issues which needs a thorough understanding. Again, I encourage you to visit the LUFA website (<https://lufa.org/agreements/pension-information/>), where you will find a wealth of information vital to our knowledge of the Pension Reform issues. For more information, I encourage everyone to read the past **pension committee** report in the newsletters and **LUFA Communiqué**. As more information becomes available, LUFA will continue to update you.

OCUFA News: The Ford government announced a Blue-Ribbon Panel on Postsecondary Education on March 2, without releasing the mandate, terms of reference, or other critical details. It was immediately apparent that the hand-picked government appointees over-represent business and administrative interests to the conspicuous exclusion of current faculty and student voices. At the time, OCUFA

remarked that the government had assembled "an expert panel, without experts."

On April 18, the Ministry opened up the stakeholder consultations, with very restricted questions that purport to seek "advice and recommendations for keeping the postsecondary education sector financially stable and focused on providing the best student experience possible." Offering only three weeks for stakeholder submissions, OCUFA is concerned that the panel is performative, and its recommendations will have the potential for real harm to the sector.

On May 12, OCUFA provided a written submission to the Panel secretariate and Ontario's Ministry of Colleges and Universities. We have a meeting scheduled to deliver an oral presentation later in the month, and we are working with sectoral allies through the Ontario Universities and Colleges Coalition (OUCC) to coordinate responses for maximal impact.

CAUT News - I attended the CAUT council in Ottawa from April 20 to 22 in Ottawa to discuss priorities, elect leadership, and celebrate the collective achievements of members. The followings are the highlights from the Council meeting:

- **CAUT president reaffirms commitment to CCAA advocacy**
- **CAUT elects executive committee**
- **Former LUFA staff fundraise for those in financial distress**
- **Concern over CSIS on campus**
- **CAUT defends academic freedom in the classroom and on campus**
- **In solidarity with PSAC**
- **Association of McGill Professors of Law becomes CAUT member**
- **Lessons learned on the picket lines**
- **Legislation targets tenure and academic freedom in the U.S.**
- **Perspectives on academic freedom in Quebec**
- **Honouring our activists**

Further, I want to inform you that we donated to the Laurentian Hardship Fund.

Further updates and information are available via **LUFA Communiqué**, NEWS Bulletin, 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.

In solidarity,

Gautam Das, President

Chief Negotiator Report

Lynn Martin, lmartin@lakeheadu.ca

We met in bargaining on May 1st and 2nd and will meet next on May 29th. Our team remains committed to negotiating a

fair and equitable agreement that recognizes the important roles of faculty and librarians.

Your Negotiating team includes:

Lynn Martin, Health Sciences (Chief Negotiator)
David Wright (spokesperson)
Debra Gold, Library
Ravi Gokani, Social Work
Ben Hubbard, LUFA
Jennifer Jarman, Interdisciplinary Studies
Rachel Warburton, English
Fay Williams, Interdisciplinary Studies

Chief Grievance Officer Report

Qing-Lai Dang, qdang@lakeheadu.ca

The Strengthening Post-Secondary Institutions and Students Act (Bill 26) will come into force on July 01, 2023. The Act sets out rules respecting sexual misconduct toward students by employees of publicly-assisted universities or colleges of applied arts and technology (and private career colleges). Bill 26 overrides any provisions in collective agreements or employment contracts. All universities and colleges are required to create new sexual misconduct policies by July 01, 2023. The legislation gives considerable discretion to the administration about the policies, including how "sexual misconduct" is defined. LUFA will pay close attention to the development of the policy at Lakehead and provide input or grieve where appropriate to make sure our members' rights and interests are protected.

Based on the legislation, the definition of "sexual misconduct" must meet both of the two following conditions:

a. It must involve either physical sexual relations with a student, touching of a sexual nature of a student, or behaviour or remarks of a sexual nature toward the student by an employee of the institution [s. 16.1];

b. It must be either:

(i) A criminal offence [s. 16.1(1)(a)(i)]; or

(ii) A violation of s. 7(3)(a) of the Human Rights Code, which prohibits sexual solicitations or advances made by a person in a position to confer, grant or deny a benefit or advancement to a student, where the person knew or ought reasonably to know that it is unwelcome [s. 16.1(1)(a)(ii)]

or any reprisal for the rejection of a sexual solicitation or advance under s. 7(3)(b) of the Code [s. 16.1(1)(b)]; or

(iii) An act defined as "sexual misconduct" in the university's sexual misconduct policy [s. 16.1(1)(a)(iii)]; or

(iv) An act that contravenes any other policy, rule or requirement of the university "respecting sexual relations between employees and students" [s. 16.1(1)(a)(iv)].

However, the definition in an institution's policy can be broader than the above. This is an area that LUFA will pay close attention to. If an employee is proven to have committed sexual misconduct towards a student, it will constitute just cause for all discipline or discharge and arbitrators and adjudicators cannot substitute the penalty with a lesser penalty. Bill 26 prohibits universities and colleges in Ontario from re-employing an employee who is discharged because of an act of sexual misconduct. LUFA will pay close attention to the type of penalties contained in the university policy and how penalties of different severities will be applied. LUFA will push for LUFA's involvement early in the investigation and disciplinary process before a penalty is imposed. LUFA will hold our position firm that LUFA members have the right to grieve or judicially review the finding that they committed sexual misconduct. If you are interested, you can obtain a copy of Bill 26 by contacting LUFA office.

The following is a list of LUFA grievance offers for your unit and their contact information. If you LUFA assistance regarding complaints or grievances, please contact them.

Your unit	Your grievance officers
Business Administration	Tianxuan Miao and Jason Blahuta
Education	Scott Pound and Jason Blahuta
Engineering	Jason Blahuta and Tianxuan Miao
Health & Behavioral Sci.	Juan Pernia and Naqi Sayed
Law	Scott Pound and Naqi Sayed
Natural Resources Management Library	Tianxuan Miao and Naqi Sayed
Anthropology, Biology, Chemistry, Computer Sci., Economics, Geography, Geology, Mathematics, Physics	Naqi Sayed and Scott Pound
English, History, Indigenous Learning, Languages, Music, Outdoor Rec, Philosophy, Political Sci, Sociology, Visual Arts, Women Studies	Sherry Wang and Juan Pernia
Orillia Campus Barrie Campus	Jennifer Jarman, Sherry Wang, and Florin Pendea

Contact information:

1. Qinglai Dang, Natural Resources Management, 807 343 8010 extension 8238
Email: qinglaidangLufa@yahoo.com

2. Naqi Sayed, Business Administration, 807 343 8010 extension 8385
Email: naqi.sayed@hotmail.com
3. Tianxuan Miao, Mathematics, 807 346 7722
Email: tianxuanmiao@yahoo.com
4. Jason Blahuta, Philosophy, 807-343-8010 extension 8937
Email: jason_blahuta@shaw.ca
5. Scott Pound, English, 807-343-8010 extension 8298, cell 631-793
Email: Scott.Pound@gmail.com
6. Jennifer Jarman, Interdisciplinary Studies, Orillia, 705-330-4008, ext.2631
Cell 705-955-1521
Email: lufajj1@gmail.com
7. Sherry Wang, Business Admin, 705-730-0642 (home)
Email: wxq41@yahoo.ca
8. Juan Pernia, Civil Engineering, 807-766-7173
Email: jpernia@lakeheadu.ca
9. Florin Pendea, Orillia, 705-330-4010 ext. 2653
Email: ifpendea@lakeheadu.ca

Contract Lecturer Committee Report

Taina Maki Chahal, Chair, tchahal@lakeheadu.ca

Over this past year, members of the Contract Lecturer Committee have worked in Zoom meetings, through email, and in-person to improve contract and continuing lecturer positions. Especially we have worked to bring attention to our salaries needing improvement as they have been unjustifiably low. We have asked, what might our salaries be if they were considered through equity? For example, contract instructors at Carlton University recently ratified a collective agreement that gave them a 14% salary increase.

Our committee has also been thinking through how to address the precarity that CLMs Levels 1, 2, and 3 continue to face. How can our contracts be improved so that the administration cannot continue to keep our work precarious? The current neoliberal workplace justifies keeping the workforce 'flexible,' but that is just another word for exploitation and disposability.

Over the last months, we have participated in OCUFA's Social Media Day of Action for Contract Faculty--and shared the most videos of all faculty unions in Ontario! We also compiled the results of our Annual Survey and shared them with you at the CLCL Committee's AGM. After that, we met twice with the Chief Negotiator to share with her what you brought to us as issues you would like to see raised in negotiations.

As our term ends, we would like to acknowledge the work of all 84 Contract Lecturer members, the one Continuing Contract Lecturer, and the six Continuing Lecturers. I would also like to thank the contract lecturers who have served on our committee this year for their work on improving contract faculty work. Also, we recognize the work of contract lecturers who don't qualify to be represented by LUFA (as they don't teach 4 HCEs/year) and those who move in and out of the union. The work of all contract faculty is an invaluable asset to Lakehead University.

Thank you for your fortitude, your dedication to your students, and for adding to the intellectual environment of Lakehead University.

In solidarity,

Taina Maki Chahal, Chair

Emeritus Committee Report

Glenna Knutson, gknutson@lakeheadu.ca

The LUFA Emeritus Committee met 8 times during the 2022-23 year. Activities revolved around three main areas. Firstly, we continue to focus on recruitment and retention. To that end, we are preparing a survey of LUFA Emeritus members. We will continue this work in 2023-24.

A further area of focus for us was Emeritus member services. We are working on communication strategies to ensure that Emeritus members are aware of benefits such as parking, library use and the array of services and information accruing from CURAC membership included with LUFA Emeritus membership. This work will also continue into the upcoming year.

Finally, we focused on Emeritus member benefits. We met with the LUFA Chief Negotiator in preparation for the current round of collective bargaining.

We want to note that Joey Farrell will be stepping off the Emeritus Committee, and we thank her for her service over the past two years. The Committee members in 2022-23 were: Joey Farrell, Nancy Lukai, Karen Maddox, Brian Phillis, Jim Stafford and Glenna Knutson (chair).

Librarian Committee Report

Sara Janes, sjanes1@lakeheadu.ca

The Joint Consultation Committee on Librarian Language (Letter of Understanding #15 in the current Collective Agreement) was formed, and held several meetings. A set of suggestions has been passed along, but no further action has been taken yet.

Action Committee Report

Anna Kone, akonepe@lakeheadu.ca

The Action Committee has been meeting and preparing to support negotiations as needed. We put together some posters that provide a summary of key priorities identified by

the membership, i.e. each of you. Thanks to Ben and Madeline for your help in making this possible. Please check out the posters [here](#) and contact the LUFA office if you'd like a few for yourself and your colleagues.

Continuing to display these posters around the university is crucial in demonstrating our awareness and support for the negotiation team's efforts to secure priorities that benefit us all. The awareness campaign will continue until the bargaining round concludes. The Action Committee would like to thank the liaison members for their support in the poster campaign. Each LUFA member is strongly encouraged to print at least 4 posters and hang them somewhere on university campuses in Orillia, Barrie and Thunder Bay.

More actions will be organized; please stay tuned for more details, and make sure to participate!

Stronger together,

The Action Committee

LUFA Executive Committee 2022/23

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.
Benefits 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

Gautam Das
Liping Liu
Florin Pendea
Sherry Wang

Kamil Zaniewski
Qing Lai Dang
Lynn Martin
Gautam Das
Livio Di Matteo
Gautam Das
Lynn Martin
Wendy St Laurent Coutts
Shikui Wu
Taina Maki
Glenna Knutson

Juan Pernia
Doug Ivison
Sara Janes
Jason Blahuta
Alice den Otter
Karl Skogstad
Hui Zhang
Lida Fan

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Ben Hubbard, LUFA

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