

LUFA News

Winter 2024

LUFA GENERAL MEETING

Friday February 23rd from 10:00 to Noon

Via Zoom

<https://lakeheadu.zoom.us/j/95310646556>

Meeting ID: 953 1064 6556

Passcode: 465645

President's Report

Gautam Das, gdas@lakeheadu.ca

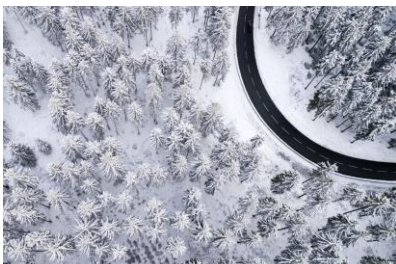
I invite you to attend the Annual General Meeting on February 23 at 10 am. Dr. Nigmendra Narain, OCUFA President, will address the membership, and we will have an opportunity to hear about the Collective Bargaining situation across the province. Further, Joy Wakefield, Director of Human Rights and Equity, will give a presentation on All-Gender Washrooms.

I would like to express my gratitude to all members who actively participated in LUFA meetings (e.g., Coffee and Conversations and Pre-Senate Meetings) and those who volunteered to serve on the LUFA Executive, on various Committees, and as grievance officers. *I want to remind you that your Service in LUFA Committees and your active participation in the activities of the LUFA are considered part of Administrative Responsibilities (**Article 16.04**) and Service to the Profession and the Community (**Article 16.05**), respectively.*

As I have 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, Transparency and Collegiality in the hiring and renewal process of Vice-Presidents. We have achieved some success (e.g., Dean's hiring and renewal process) but need a longer-term strategy to improve the situation. We need to be part of developing the University's policies and Governance. LUFA Executive approved the LUFA Governance Committee, and you will hear from the committee in the near future. To learn more about the roles and responsibilities of the Governance Committee, please see [LUFA Bylaws, Appendix A](#). The following members will serve for three years on the LUFA Governance Committee: Doug West (Chair), Rachel Warburton, Courtney Dicke, Daniel Dylan, Nandakumar Kanavillil, Qing-Lai Dang, and Gautam Das.

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Further, I encourage you to attend the Senate, Board of Governors and LUFA meetings. Please follow LUFA's monthly **News Bulletins** and visit the [LUFA Website](#) for regular updates on [LUFA Policies](#).

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, the Senate and the Board of Governors.

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

LUFA's Advocacy – We met the Honourable Minister Patty Hajdu recently to discuss (1) *BUILD ON OUR RESEARCH AND SCIENCE STRENGTH – Boost granting council budgets for core programming, as recommended by the 2023 Advisory Panel on the Federal Research Support System;* (2) *PROTECT THE MISSION OF PUBLIC POST-SECONDARY EDUCATION - Amend the Companies' Creditors Arrangement Act and the Bankruptcy and Insolvency Act to exclude public post-secondary education institutions;* and (3) *IMPROVE QUALITY, AFFORDABILITY AND ACCESS - Create a national post-secondary education transfer. Increase federal funding to provinces for core operating costs. The last increase to base was in 2008. We will meet Honorable Marcus Powlowski next month for his support on the above issues. Also, we requested a meeting with the MP from Orillia.*

We requested an appointment of MPPs from the Thunder Bay area to discuss implementing recommendations by the Bule-Ribbon panel for Northern universities.

Coffee and Conversation – I invite you to a new round of our vital Coffee and Conversations gatherings. Although our current LUFA Collective Agreement remains in effect until 2026, LUFA members need to continue conversations on a variety of issues that we face today! The issues we hope to address in 2024 include but are not limited to (a) the Health and Wellness of our members and the wider LU community; (b) How internal and external factors can influence our ability to exercise our bargaining rights; (c) Post-secondary funding and long-term financial sustainability at LU, and (d) any other issues you want to bring to the attention of the LUFA Executive.

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 issues: the imbalance in the 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 has completed the regular 5-year Senate Bylaw review as part of its mandate. We are looking forward to seeing the suggested changes.

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 Communique on Pre-Senate meetings.

OCUFA News: Empowering Tomorrow: The OCUFA Blueprint for Revitalizing Ontario's Public Universities – 2024 PRE-BUDGET SUBMISSION.

Summary of Recommendations:

RECOMMENDATION ONE: OCUFA calls for compounding annual total provincial university funding increases of 11.75 per cent for a period of five years.

RECOMMENDATION TWO: Instead of increasing domestic tuition, OCUFA echoes the call of student groups for government to enhance the student assistance budget and convert loans into grants.

RECOMMENDATION THREE: OCUFA calls for a review of Ontario's provincial funding formula,

including the corridor model, with an embedded goal of supporting domestic enrolment growth.

RECOMMENDATION FOUR: OCUFA calls for reversing the planned implementation of the performance-based funding scheme.

The submission includes **Appendix 4A: The Impact of Northern Universities** - The economic impact of universities in their communities is often significant. Northern Ontario universities play a crucial role in driving economic growth and development in their respective regions. They contribute to the local economy through various means, such as:

Employment: Universities generate employment opportunities for faculty, staff, and support personnel (including students). This not only provides job security for individuals but also attracts talent from outside the region, leading to an increase in population and economic activity.

Student Expenditure: Students attending universities in northern Ontario contribute to the local economy through their expenditure on housing, groceries, transportation, and other goods and services. This spending supports local businesses and stimulates economic growth.

Research and Innovation: Universities are hubs of research and innovation.

They collaborate with industries, government organizations, and community partners to develop new technologies, products, and services. This research and innovation ecosystem can attract investment, create spin-off companies, and foster entrepreneurship, leading to economic diversification and growth.

Community Engagement: Northern Ontario universities often engage with their communities through various outreach programs, partnerships, and social initiatives and many are heavily engaged with Indigenous and Franco-Ontarian

communities. These activities contribute to community development, social wellbeing, and cultural enrichment, which in turn has positive economic and social impacts.

While the exact economic impact may vary for each University and community, research studies and reports often provide valuable insights into the specific contributions made by northern Ontario universities. Conducting a more in-depth research study or accessing existing reports and studies can provide a clearer understanding of the economic impact of these universities in their respective communities.

In the Board of Directors meeting in February, there were presentations on Private Consultants in Public Universities, a brief History of Strategic Mandate Agreements (SMAs) and a briefing note on **NOUS Group [I will send you the presentations and briefing notes for your review]**.

CAUT News: I attended the CAUT Forum for Presidents in January. One of the topics was Indigenization – A Report on Progress by David Newhouse. His presentation includes key development - *United Nations Declaration on the Rights of Indigenous People; UNDRIP Implementation Act, Royal Assent, June 21, 2021; UNDRIP Action Plan, June 21, 2023; Article 14: 1. Indigenous peoples have the right to establish and control their educational systems and institutions providing education in their own languages, in a manner appropriate to their cultural methods of teaching and learning.*

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.



Chief Negotiator Report

Lynn Martin, lmartin@lakeheadu.ca

The online and hardcopy versions of the 2023-24 Collective Agreement are currently being finalized and will hopefully be available before the end of the Winter term.

There was a slight delay in activating the recently negotiated benefits that should have been in effect January 1, 2024. If you have any claims that were denied due to this issue, please resubmit them and GSC will process them accordingly.

I will be attending the OCUFA Chief Bargaining Committee in Toronto (February 8-9) and the CAUT Collective Bargaining and Organizing Forum in Ottawa (March 22-23) to continue to hear from colleagues in the province and beyond about the status of negotiations in our sector.

We appreciate your feedback on the current Collective Agreement and how it affects your work. One of the best ways to share your thoughts and concerns with us is to participate in our monthly Coffee and Conversation sessions, which are held online via Zoom:

February 27th at 11:30

March 28th at 11:30

April 29th at 11:30

May 31st at 11:30

Chief Grievance Officer Report

Qing Lai Dang, qdang@lakeheadu.ca

Year 2023 was an extremely busy year for the LUFA Grievance Committee. There was a substantial increase in the number of issues that the committee had to deal with in 2023. I take this opportunity to thank all the LUFA grievance officers for their hard work.

I want to caution all LUFA members that you need to be careful when interacting with others, particularly students. You should be professional all the time regardless of what others may say or do. The other party's misbehavior is not a good defense or justification for your own misbehavior. There are LUFA members receiving letter of counsel or warning in the past for their inappropriate behavior or language in response to inappropriate behavior or language by others. If you feel harassed by anyone, report the incident to your supervisor immediately. Serious harassment may need to be reported to campus security or local police.

There are instances in the past where the opinion or suggestion of a LUFA grievance officer is misquoted or misunderstood. I want to clarify that the opinion or suggestion of a LUFA grievance officer is that of their own based on their understanding of the particular circumstances and their knowledge of the collective agreement, and relevant university policies, and does not represent an official position of LUFA. Please do not quote a suggestion or opinion of a LUFA grievance officer as "LUFA has told me...". Furthermore, LUFA grievance officers act in the capacity of LUFA grievance officers only when they are assigned to support you in a grievance.

The following is a list of LUFA grievance officers for your academic unit and their contact information. If you need LUFA assistance

regarding complaints or grievances, please feel free to contact them.

Your unit	Your grievance officers
Business Administration	Tianxuan Miao Jason Blahuta Rachel Warburton
Education	Scott Pound Jason Blahuta Sara Janes
Civil, Electrical, Mechanical, Software, Chemical Engineering	Jason Blahuta Tianxuan Miao
Health Sciences, Kinesiology, Nursing, Psychology, Social Work	Juan Pernia Naqi Sayed Rachel Warburton
Law	Scott Pound Naqi Sayed
Library and Natural Resources Management	Tianxuan Miao Naqi Sayed Lynn Martin
Anthropology, Biology, Chemistry, Computer Sci., Economics, Geography, Geology, Mathematics, Physics	Naqi Sayed Scott Pound Sara Janes

English, History,
Indigenous
Learning,
Languages,
Music, Outdoor
Rec, Philosophy,
Political Sci,
Sociology, Visual
Arts, Women
Studies

Juan Pernia
Sherry Wang
Lynn Martin

Orillia and Barrie
Campus
Sherry Wang
Jennifer Jarman
Florin Pendea

Email: jpernia@lakeheadu.ca

9. Florin Pendea, Orillia, 705-330-4010
extension 2653

Email: ifpendea@lakeheadu.ca

10. Lynn Martin, Health Science, 807-343-
8010 extension 7245

Email: lynn.martin@lakeheadu.ca

11. Rachel Warburton, English, 807-343-
8374

Email: rwarburt@lakeheadu.ca

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.sa@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

Email: Scott.Pound@gmail.com

6. Jennifer Jarman, Interdisciplinary
Studies, Orillia, 705-330-4008 extension
2631

Email: lufajj1@gmail.com

7. Sherry Wang, Business Admin, 807-343-
8010 extension 8422

Email: [wxq41@yahoo.ca](mailto:wqx41@yahoo.ca)

8. Juan Pernia, Civil Engineering, 807-343-
8010 extension 7173

Contract Lecturer/Continuing Lecturer Committee Report

Taina Maki Chahal, Chair,
tchahal@lakeheadu.ca

The AGM for contract faculty will be held via Zoom on Tues., March 12, 12 noon-1 pm. Please save the date and plan on attending to meet with contract and continuing lecturer colleagues and to share and listen to comments about our work and the university environment.

Wed. Feb. 28 is OCUFA's Social Media Day of Action for contract faculty. The campaign has two goals: 1. to raise awareness of issues facing contract faculty; and 2. to target the provincial government for a 11.75% increase in funding to fix specific issues, specifically, precarious work. Images and email templates will be available to help you share on social media. The theme is Together We Can! We welcome the support and solidarity of all faculty, students, and staff.

Our committee is seeking contract faculty to sit on the next committee beginning in June. As you know, contract faculty are paid per

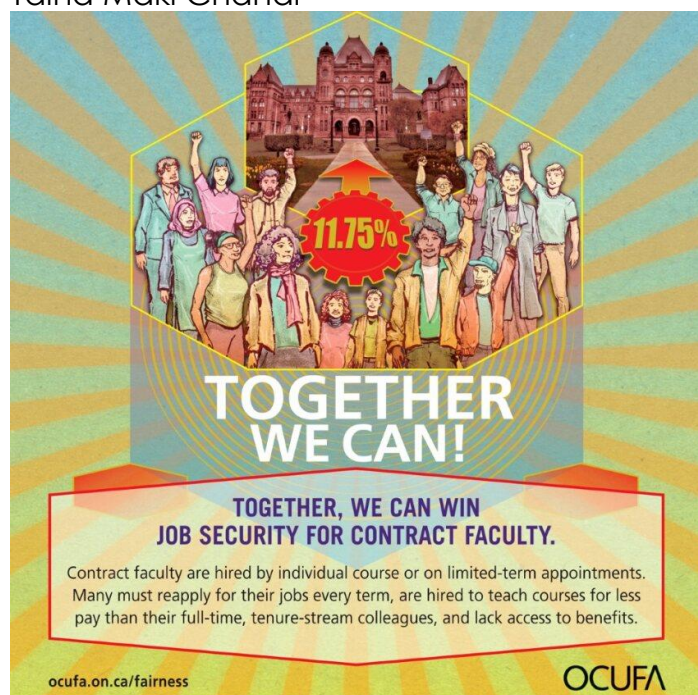
contract to do the job of teaching and its related tasks. We are paid only for that specific job. If we do work at the university outside of the contract, we receive no financial or career benefit. For example, for doing committee work, contract faculty do not get CDI or any other merit-based financial benefits or career-based benefits. Considering this, we have asked LUFA to discuss ways to incentivize Contract Lecturer Members to join the contract lecturer committee.

We encourage Level 1 and Level 2 CLMs to use their \$1000 Health Care Spending Account. It can be used to pay for prescriptions, eyeglasses, physiotherapy, and massage therapy, among other things. We also encourage Level 1 and Level 2 CLMs to submit their receipts for allowable Professional Expenses (due end of June).

We thank you for your hard work in helping your students excel and in contributing to your department and the university which rely on the invaluable work of contract faculty.

In solidarity,

Taina Maki Chahal



LUFA Executive Committee 2023/24

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
Communications 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
Naqi Sayed

Kamil Zaniewski
Scott Pound
QingLai Dang
Lynn Martin
Gautam Das
Livio Di Matteo
Gautam Das
Lynn Martin
Wendy St Laurent-
Coutts
Patrick Cain
Taina Maki Chahal
Glenna Knutson

Wendy St Laurent-
Tony Puddephatt
Sarah Janes
Jason Blahuta
Alice den Otter
Robert Mawhinney
Patrick Cain
Lida Fan