

LUFA News

Winter 2025

LUFA GENERAL MEETING

Friday, March 14, 2025, from 1:00 – 3:00 pm in CASES
FB 2005 (Thunder Bay), OA 3041 (Orillia), and via
Zoom:

<https://lakeheadu.zoom.us/j/95907293240>

Meeting ID: 959 0729 3240

Passcode: 646756

President's Report

Gautam Das, gdas@lakeheadu.ca

I welcome you to attend the General Meeting on March 14 at 1:00 p. In my earlier reports, I mentioned LUFA's advocacy for maintaining transparency and collegiality in university governance. In the upcoming meeting, **Dr. Jason Lisi**, Secretary, Lakehead University, and **Dr. Robin Whitaker**, Vice-President, CAUT, will address the membership on the importance of faculty participation in university Governance. Most importantly, the active participation of members in the Senate, Senate Committees and faculty council. We need to be part of developing the University's policies and Governance! I encourage you to attend the Senate, and Board of Governors meetings. Please follow LUFA News Bulletins and visit the [LUFA Website](#) for regular updates. Further, I ask you to read LUFA's [Deputation to the Lakehead University Board of Governors](#) on May 4, 2023, regarding the renewal of Deputy Provost and Vice-Provost (Teaching & Learning), and Associate Vice-Provost (Academic) and [LUFA Policies](#).

I want to take the opportunity to express my gratitude to members who participated in LUFA meetings (e.g., Pre-Senate Meetings) and those who volunteered to serve on the LUFA Executive, on various committees, and as grievance officers. LUFA could not 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 the LUFA are considered part of Administrative Responsibilities (Article 16.04) and Service to the Profession and the Community (Article 16.05), respectively.*

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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, including departments, faculty councils, the Senate, and the Board of Governors.

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



Coffee and Conversation – LUFA has organized several sessions since September 2024. Issues raised by members in the previous meetings are: (i) Salary and Compensation; (ii) Pension; (iii) University Governance and Collegiality – University's reliance on lawyers and consultants, and too many Associate VPs; (iv) mental health; (v) Faculty Renewal; and (vi) elimination of SFT. In the coming weeks, you will hear from LUFA about the in-person events to discuss various issues and build connections among us.

Pre-Senate Meetings: LUFA regularly holds 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. I encourage all senators and senate committee members to participate in the

meetings. 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.** I urge you to review the new Senate [Bylaws](#) and the [Lakehead University Act 1965](#) (Article 14) to understand the Lakehead University Governance Structure.

Pension Reform – I encourage you to follow communication from the **Pension Board** and LUFA **Pension Committee** report in the newsletters and **LUFA Communiqué**. As more information becomes available, LUFA will continue to update you.

OCUFA News: I attended the Board of Directors meeting in March. One of the main topics of discussion was Bill 166. I will provide you with more information as soon as it is available.



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

In solidarity,

Gautam Das, LUFA President

Chief Negotiator Report

Robert Mawhinney,
rmawhinn@lakeheadu.ca

We are about half way through our current collective agreement, which expires August 31, 2026. As such, planning for the next round of bargaining has begun. Hopefully everyone had a chance to complete the mini-survey on bargaining priorities to help guide us in our initial preparations. A longer, and more comprehensive, survey will be distributed in the fall.



As everyone is aware, the implementation of Letter of Understanding #2 is moving forward and everyone will soon receive their option form from Eckler to elect where past contributions are to be deposited (please see the Pension Committee report for further information on this front).

Following a number of online coffee & conversations, we have recently had an in-

person drop-in version to discuss what is currently on peoples minds and inform the faculty association of any concerns needing our attention going forward.

If anyone is interested in becoming a member of the bargaining team for the next round of negotiations, please reach out to me to discuss what role you might play.

Cheers,

Robert Mawhinney, Chief Negotiator

Pension Committee Report

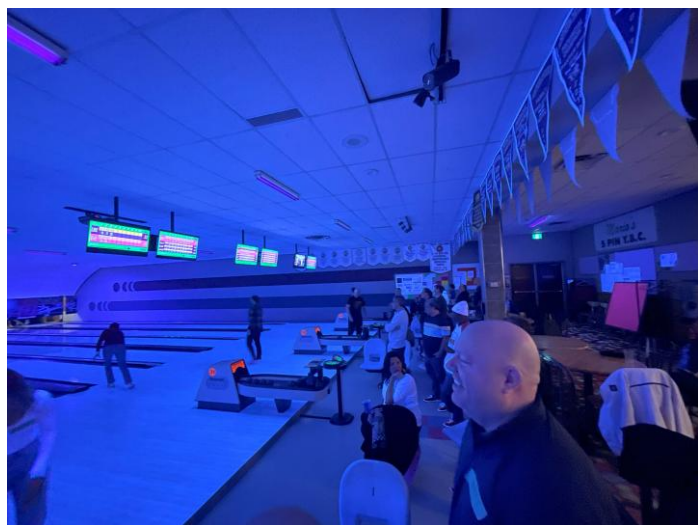
Karl Skogstad, kaskogst@lakeheadu.ca

Your Pension Committee has met on several occasions this academic year to discuss various issues surrounding the winding up of the pension plan.

As you are likely aware, Letter of Understanding #2 from the 2023-2026 collective agreement requires the original Lakehead pension plans to be wound up. Earlier this year you likely received a letter from Eckler notifying you of the windup process. If you did not receive this letter, please reach out to Pension Services. Later this year, you will receive a second letter from Eckler, your Personalized Wind Up statement that sets out your options for receiving your pension entitlement.

Our committee is working to provide information to members about this process. This includes producing a document that provides more explicit information about each step of the wind up process and the rough timeline of when these will occur. This document will hopefully be made available in early March. We are also working with Pension Services to craft a series of information sessions that will be held in Spring to help provide further information to

members regarding how best to make a decision on what to do with their past contributions.



In the interim, if members have questions, they are encouraged to visit the FAQ on the Pension Services website. Members are also welcome to email any member of this committee with any pension related questions.

Your Pension Committee Representatives are:

Lionel Catalan	Chemical
Engineering	
Camillo Lento	Business
Robert Mawhinney	Chemistry
Florin Pendea	Sustainability
Sciences	
Brian Phillips	Emeritus
Naqi Sayed	Business
Karl Skogstad (Chair)	Economics



LUFA Executive Committee 2024/25

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 Chair
Emeritus Committee Chair
Equity and Social Justice
Committee Chair
Communications Committee Chair
Librarian Committee Chair
Nominating Committee Chair
Orillia and Barrie 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
Robert Mawhinney
Gautam Das
Livio DiMatteo
Gautam Das
Robert Mawhinney
Wendy St Laurent-
Coutts
Patrick Cain
Katelyn Stejskal
Glenna Knutson

Juan Pernia
Robert Omeljaniuk
Debra Gold
Jason Blahuta
Alice den Otter
Karl Skogstad
Muhammad Khalid
Lida Fan