



## INTERNAL RELATIONS COMMITTEE MEETING MINUTES

April 15, 2025  
2:00 to 3:30pm

*GCR (UC 2001) and Zoom Meeting*

**Attendance:** Chair: Roshni Antony (AVP, Human Resources); Dave Andreason (OPSEU); David Richards (Provost & VP Academic); TAlexis Paulusma (COPE); Patrick Larin (SchII); Jack Drewes (IUOE); Kathy Pozihun (VP Administration & Finance); Dr. Gillian Siddall; (President); Jason Freeburn (LUTA); Dustin Piche (Unifor); Faraz Khorsandi (LUSU);

**Regrets:** Gautam Das (LUFA); Erfan Azimi Bizaki (GSA)

**Recorder:** Katherine Mends (Human Resources)

1. Icebreaker
2. Approval of the Agenda

Moved by Faraz that the agenda was approved.

Seconded by Dave. All in favour. Carried

3. Approval of the Minutes of the previous meeting of March 24, 2025

Moved by Dave that the minutes be approved.

Seconded by Faraz. All in favour. Carried

4. Business Arising from the Minutes

No business arising from the minutes

5. Questions for Senior Administration

Jack raised concerns regarding reduced accessibility and delayed response times from the HR department. He also mentioned that the HR office door is now often closed, which has limited access compared to previous practices.



In response, Roshni explained that the HR department has implemented specific walk-in hours to manage in-person visits more effectively. She clarified that the phone number listed on the HR website is monitored and typically responded to within one business day, and inquiries sent to [humanres@lakeheadu.ca](mailto:humanres@lakeheadu.ca) are addressed promptly as well. She noted that the department no longer has a dedicated administrative assistant, which may contribute to occasional delays. Roshni encouraged anyone experiencing delayed responses to raise those concerns so they can be addressed appropriately. She also highlighted that there are current staffing shortages in the department.

## 6. Round Table Discussion

**Alexis Paulusma (COPE)** - Alexis shared that the unit has experienced a number of recent resignations and retirements.

**Patrick Larin (SCHII)** - Patrick reported that there has been no progress with Schedule 2 matters, aside from developments related to the CAAT pension plan. He noted that many employees are feeling uncertain about their options and are looking for guidance on how to proceed. Kathy noted that another information session is planned for later this month and emphasized the importance of seeking personal investment advice. All related inquiries should be directed to Clint Mason.

**Dustin Piche (Unifor)** - Dustin noted that the union is looking to schedule negotiation dates after July and is currently waiting to hear back. Roshni confirmed that negotiation dates have been set between September and October 2025.

**Jack Drewes (IUOE)** - Jack shared that a notice to bargain has been submitted. He also reminded everyone that the buildings will be locked on Saturday, May 3rd due to scheduled electrical maintenance. Additionally, Jack inquired if there has been any discussion about changing the names of the buildings. Kathy responded that the university has a naming policy in place to guide such decisions.

**Jason Freeburn (LUTA)** - Jason noted that his unit is finishing off the current term and transitioning to field work planning. He also echoed Patrick's comments regarding the pension changes, stating that it continues to be a major topic of conversation among staff.

**Dave Andreason (OPSEU)** - Dave noted that a few members have transitioned to more hybrid work arrangements, which are working well. Overall, things are going smoothly within OPSEU.

**Kathy Pozihun (VP Administration & Finance)** - Kathy reported that the University is currently in the midst of budget development. She noted that enrollment numbers are significantly below projections, which will impact planning. Additionally, the team is actively monitoring new procurement regulations in the U.S. and working to understand their implications. A town hall is scheduled for next week to provide further updates.



**David Richards (Provost & VP Academic)** - David mentioned that this is Faraz's last meeting and expressed his thanks for all the work Faraz has done on behalf of our students.

**Faraz Khorsandi (LUSU)** - Faraz shared that student elections took place last month, and a new team will be transitioning in.

**Roshni Antony (AVP, Human Resources)** - Roshni shared that a new Talent Acquisition and Employee Development Advisor has recently joined the team. She also noted that the search for a Senior Employee and Labour Relations Specialist is still underway, as the role remains unfilled.

**Dr. Gillian Siddall (President)** - Gillian expressed her appreciation for the opportunity to work with Faraz and the LUSU team, highlighting the positive collaboration experienced throughout their engagement. She referenced her last meeting, during which the current relationship with the U.S. and the opportunities it presents were discussed. Gillian also mentioned her participation in a panel alongside various university presidents. She noted that she will be providing an update on the new strategic plan, and that the upcoming town hall will be centered around its key themes. Additionally, she shared updates on several important areas, including enrollment trends, employee engagement efforts, strategic initiatives, and the ongoing expansion of the Orillia campus.

## **7. Other Business**

No other business

## **8. Adjournment**

Meeting was adjourned at 3:30pm