



INTERNAL RELATIONS COMMITTEE MEETING MINUTES

April 16, 2024
2:30 to 3:30 p.m.

GCR (UC 2001) and Zoom Meeting

Attendance: Chair: Roshni Antony (AVP, Human Resources); Dave Andreason (OPSEU); Gautam Das (LUFA); Dustin Piche (Unifor); Jack Drewes (IUOE); Leanne Smith (SchII); Kathy Pozihun (VP Administration & Finance); David Barnett (Provost & VP Academic); Faraz Khorsandi (LUSU); Alexis Paulusma (COPE);

Guests:

Regrets: Ariadne Jevnikar (GSA); Dr. Gillian Siddall (President); Mehran Aziminezhad (CUPE); Jason Freeburn (LUTA);

Recorder: Katherine Mends (Human Resources)

1. Icebreaker
2. Approval of the Agenda

Roshni proposed extending the duration of meetings to 1.5 hours to ensure there is enough time to cover all necessary topics.

The Wellness strategy update was removed from the Agenda.

Moved by Kathy that the agenda was approved.

Seconded by Leanne. All in favour. **Carried**

3. Approval of the Minutes of the previous meeting of March 19, 2024

Moved by Gautam 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. Hiring Practices/Transparency (Alexis)

Alexis raised concerns about the lack of communication regarding the hiring committee for the AVP of Communications position. Kathy clarified that the hiring process for the AVP of Communications was overseen by an external search firm. While the specific members of the search committee are not typically disclosed, Kathy can inquire about the committee if necessary. She assured that there were checks and balances in place throughout the process.

Alexis also expressed concerns about the absence of employee representation or consultation during the search for the President. Roshni noted that it's not typical for more than the primary candidate to undergo major consultation. However, she suggested conducting research on alternative methods to enhance transparency. Dave highlighted the lack of clarity regarding expectations and the number of candidates being considered.

Gautam questioned why HR was not involved in the process or consulted regarding the Orillia Principal. Additionally, he sought clarification on the rationale behind spending company funds on external firms. Roshni explained that for executive positions, external consultants are often used. Additionally, due to limited resources, HR is unable to cover all recruitments internally. She also noted that the searches have predominantly been handled internally.

Kathy emphasized that this Committee should act as a champion for the various employee groups and consistently raise concerns to address them proactively.

6. Questions for Senior Administration

Dave mentioned that OPSEU has been encountering issues with HR lately and that the last two monthly meetings have been canceled. Roshni expressed that HR has been experiencing resource challenges and options are currently being explored to increase HR's resources. Kathy mentioned that there have been discussions on how to reprioritize HR responsibilities in light of the demanding environment.

Alexis expressed concerns with individuals reaching their limit and struggling to manage their workloads. Alexis added that numerous employees are dealing with burnout and we need to address these issues. Kathy highlighted Lakehead's pride in protecting jobs during the pandemic. Kathy mentioned that despite our efforts to advocate to the government, we're facing challenges as they have not provided the necessary financial support.



Jack mentioned that one of the electricians will be leaving within a week, leaving us down two electricians. He expressed concern that contracting out the work would result in significantly higher costs for Lakehead University.

7. Round Table Discussion

Dustin expressed that he is seeking communication from HR regarding a labour relations meeting that has been pending since February and the need for information about positions being posted. Dustin expressed that he is now facing resistance from his employee group in achieving results. Roshni expressed that HR will be addressing each labour related issue that is outstanding.

Leanne expressed concern about the delay in scheduling a meeting for all Schedule 2 employees, noting that it has been two years since the idea was first proposed.

Roshni reiterated that the IRC needs to be a strong voice in exploring solutions during this challenging time.

8. Other Business

Kathy reminded everyone about the upcoming Town Hall scheduled for Friday, as well as the wellness event on May 7th and the Employee Service Recognition event on April 24th.

Adjournment

Meeting was adjourned at 3:30 p.m.