
INTERNAL RELATIONS COMMITTEE MEETING MINUTES

**August 16, 2022
2:30 to 3:30 p.m.**

GCR (UC 2001) and Zoom Meeting

Attendance: Chair: Roshni Antony (AVP, Human Resources); Lahama Naeem (LUSU); Tina Maenpaa; Jason Freeburn (LUTA); Gautam Das (LUFA); Leanne Smith for Pat Larin (SchII); Jack Drewes (IUOE); Dave Andreason (OPSEU); David Barnett (Provost & VP Academic); Rahul Parameswaran (GSA)

Regrets: Kathy Pozihun (VP Administration & Finance); Paul Vergara (CUPE); Heather Spivak (Unifor); Greg Croft (USW)

Guests: Dylan Mazur (Director, Human Rights & Equity); George Drazenovich (Policy Advisor, Human Rights & Equity)

Recorder: Kylie Williams (Human Resources)

1. Approval of the Agenda

Moved by Jason Freeburn that the agenda been approved.

Seconded by Jack Drewes. All in favour.

Carried

2. Approval of the Minutes of the previous meeting of May 17, 2022

Moved by Gautam Das that the minutes be approved.

Seconded by Jason Freeburn. All in favour.

Carried

3. Business Arising from the Minutes

There was no business arising from the minutes.

4. Sexual & Gender Based Violence Response Policy & New Human Rights Policy (formerly Harassment & Discrimination Policy) – Dylan Mazur & George Drazenovich

Dylan and George presented an overview of the drafted policies and procedures asking IRC members to provide feedback by August 31, 2022. Dylan and George will follow-up by sharing with the committee a link to the Google folder where these documents are available.

5. Questions for Senior Administration

Jason asked for an update on pension, and how the recent ratification of LUFA bargaining would impact the other groups at the University. David responded with recognition that pension impacts everyone at the University, negotiations to join CAAT are on a go forward basis. To participate in CAAT other groups would have to negotiate that for themselves. Roshni replied that participation in CAAT is limited to what has been negotiated with the groups. At this point in time there is no impact to the other groups, adding that conversations with each group will continue.

Jack recognized that negotiations for future service are dependent on each group. However, if the University looks to purchase past service all groups would be dependent on each other. Gautam said that we need to come together to decide, suggesting that now that groups have started the transition it will finish. David encouraged the groups to continue these discussions. The transition of current assets to CAAT is complicated and further conversations will be needed down the road.

6. Roundtable

Deferred

7. Other Business

It was requested that future agendas include an estimated time duration assigned to presentations.

Gautam brought up the Okanagan charter and the alternate work arrangement asking for an update on any movement. Roshni confirmed that the wellness strategy was based on the Okanagan charter. Various outcomes were put in place under different areas. The alternate work arrangement was one of them. Patrick noted that with the onset of the pandemic the launch of the wellness strategy did not receive the fan fair it deserved. Jason mentioned that similarly the EDI strategy launch was also limited when it moved virtual once the pandemic hit. Roshni asked members to reference the wellness website where every department has a list of action items that came out of the consultation process. The wellness strategy will be added to the next agenda for the committee to review and discuss.

8. Adjournment

Meeting was adjourned at 3:53 p.m.