



INTERNAL RELATIONS COMMITTEE MEETING MINUTES

October 15, 2024

2:00 to 3:30 p.m.

GCR (UC 2001) and Zoom Meeting

Attendance: Chair: Roshni Antony (AVP, Human Resources); Mehran Aziminezhad (CUPE); Jason Freeburn (LUTA); Dave Andreason (OPSEU); Dustin Piche (Unifor); ; Jack Drewes (IUOE); Kathy Pozihun (VP Administration & Finance); Brandon Amyot (LUSU President); Rob Bell (COPE); Sakshi Bathla (GSA); David Barnett (Provost & VP Academic); Dr. Gillian Siddall (President); Erfan Azimi Bizaki (GSA);

Guests: Andrea Tarsitano, Jonathan Racine

Regrets: Ariadne Jevnikar (GSA); Gautam Das (LUFA); Patrick Larin (SchII)

Recorder: Katherine Mends (Human Resources)

1. **Icebreaker - Roshni** presented an icebreaker

2. **Approval of the Agenda**

Moved by Jack that the agenda was approved.

Seconded by Jason. All in favour. Carried

3. **Approval of the Minutes of the previous meeting of September 17, 2024**

Moved by Erfan that the minutes be approved.

Seconded by Jason. All in favour. Carried

4. **Business Arising from the Minutes**

No business arising from the minutes

5. **Employee Relations - Dave Andreason**



Dave expressed dissatisfaction with Employee Relations Services, highlighting a lack of transparency and representation for non-senior staff in decision-making. He noted that only senior administration is represented in the Financial Sustainability Committee, which undermines employee trust. Dave emphasized that effective management requires true leadership, not just technical skills, and that collaboration with Lakehead University is needed for positive change.

Dr. Siddall clarified that the committee was designed for inclusivity beyond senior management and invited suggestions for increasing transparency. She expressed disappointment over perceptions of exclusivity.

Brandon proposed making surveys more student-focused, which Dr. Siddall acknowledged and will consider implementing.

Jack inquired about Physical Plant's role on the committee. Kathy explained that their input is included under broader staff representation, but the committee may bring in additional expertise as needed.

6. Wellness Strategy Update

7. Questions for Senior Administration

Jason inquired about progress on finding a new VP Academic. Dr. Siddall responded that they are considering an interim solution.

Jason noted a student was denied access to labs after hours and asked if the access process had changed. Kathy confirmed there have been no changes to lab access policies and encouraged Jason to follow up on the specific incident.

Brandon raised concerns about the impact of the newly announced Canadian government caps on visas for next year. David explained that no decisions have been made yet regarding the effects on graduate programs, and discussions are ongoing.

8. Round Table Discussion

Erfan Azimi Bizaki (GSA); Erfan clarified that after follow-up, it was determined that what



was discussed in the previous meeting was a miscommunication.

Jason Freeburn (LUTA); no updates

Dustin reported the recent loss of a union member and expressed frustration over difficulties reaching HR, which has impacted their ability to move forward with grievances and obtain timely responses for union members.

Jack Drewes (IUOE); no updates

Dr. Gillian Siddall (President); Dr. Siddall announced that the November 12th Town Hall will cover updates on the strategic plan, the President's Advisory Committee for Financial Sustainability, and other agenda items. The session will also provide an update on the ongoing VP Academic search and include a review of the nomination process for the advisory committee.

Brandon Amyot (LUSU); no updates

Rob Bell (COPE); no updates

Sakshi Bathla (GSA); no updates

Roshni Antony (AVP, Human Resources); Roshni announced that a new EFAP provider has been selected, and they are in the final stages of finalizing the agreement. Roshni noted that the social committee is actively planning upcoming events.

Dave Andreason (OPSEU); Dave reported that negotiations are currently in progress. Dave noted that the Technology Services Centre (TSC) is facing challenges in keeping up with rapid changes in technology.

Kathy Pozihun (VP Administration & Finance); Kathy reported that the annual board meeting took place last week, and the financial statements were approved. Kathy highlighted the extensive work that has gone into the President's Advisory Committee.

David Barnett (Provost & VP Academic); David shared that work is ongoing to address third-party recommendations. David noted the positive news that the university is listed at



the top in the latest Maclean's rankings.

9. Other Business

No other business to discuss.

Adjournment

Meeting was adjourned at 3:30 p.m.