

INTERNAL RELATIONS COMMITTEE MEETING MINUTES

June 26, 2018

2:30 p.m.

Attendance: Chair: Sherry Herchak, (Human Resources); Adam Shaen, (Human Resources); Kathy Pozihun (VP Administration & Finance); Roy Teniuk (OPSEU); Jason Freeburn (LUTA), Jack Drewes (IUOE); Laura Parker (COPE); Jocelyn Bell (GSA); Dale Gaudry (UNIFOR), Gautam Das (LUFA); Eric Searle (CUPE)

Regrets: David Barnett (Acting Provost & VP Academic), Lindsey Kelly (LUSU); Patrick Larin (Sch. II);

Recorder: Karen Ramsdale (Human Resources)

1. Approval of the Agenda

Moved by Roy Teniuk that the Agenda be approved.

Seconded by Jocelyn Bell. All in favour.

Carried

2. Approval of the Minutes of the previous meeting of May 15, 2017

Moved by Rob Bell that the Minutes be approved.

Seconded by David Barnett. All in favour.

Carried

Jocelyn Bell joined the Committee as the new GSA rep and the Committee members introduced themselves.

3. Business Arising from the Minutes

There was no business arising.

4. Round Table Discussion

4.1 Eric Searle (CUPE) – CUPE held their first meeting with everyone involved looking at how to deal with upcoming field school in the fall. Getting geared to prepare the GA orientation packages (480 folders this year). Scott has agreed to do them.

4.2 Gautam Das (LUFA) – LUFA conducting talks on pension contribution rates and how to increase returns. Sessions will be held at the lunch hour in AT1010 over the next two days. Geared to all faculty. He is also inviting some members of the Pension Board.

4.3 Laura Parker (COPE) – Bargaining at a standstill right now – applied for conciliation. Parties will not be back at the table until fall.

COPE is conducting mini educational sessions for members – first one was about the bargaining process and how it works. Next session will be in the fall about social media in the workplace.

Some members attended the Coalition of Post-Secondary Workers of Ontario Conference in Ottawa. Sessions were held with prominent labour lawyers. The Conference includes participation from many Ontario Universities.

4.4 Jack Drewes (IUOE) – no report

4.5 Roy Teniuk (OPSEU) –

The Helpdesk is very busy right now with preparation for Orientation and rooms are busy with SHAD, Superior Science, and NLIP. Working on the network in CASES; Starbucks is getting some cabling done prior to opening; Residence Cafeteria is under renovations and security cameras are being installed; electrical charging stations are being added to some of the network installations; regular ticketing work is ongoing. TSC is preparing to move their data centre from ATAC to the Braun Building. Andrew has been making progress with computer replacements on the fourth lab and working towards having a regular rotation schedule.

Roy is proposing another casual lunch session. (No date was set)

4.6 Dale Gaudry (UNIFOR) – no report

4.7 Jocelyn Bell (GSA) – The GSA is taking over 50 grad students for a hike to Kakabeka Falls this Saturday.

4.8 Jason Freeburn (LUTA) – No report but Jason printed the photos for Kathy that were mentioned at the last meeting.

4.9 Patrick Larin (Schedule II) – It's been busy with Convocation, end of classes, fiscal year end and starting the new fiscal year. Trying to get a formal meeting set for Schedule II employees.

4.10 Sherry Herchak (HR) – no report.

4.11 Adam Shaen (HR) – Busy with bargaining; preparing for September with Graduate Assistants; doing some work on Systems side of things with ERP and specifically the merit process.

Gautam asked if the system is going totally electronic. Adam responded that we are in testing process and final stages for merit and our new manager is becoming acquainted with the system. Gautam asked about electronic submission of books authored by faculty. Adam said discussions are continuing.

Laura asked which processes are going electronic. Adam responded that they are currently working on the merit process and others will follow once merit is implemented.

4.12 Kathy Pozihun (Sr. Admin) – Both Convocations were very successful without noticeable glitches. Grounds at both TB and Orillia looked beautiful and the Chancellors' Dinners were held on campus at each site. Roy indicated that 1,500

people watched the streaming of one ceremony and the others attracted around 1,000 people each.

In the midst of year end and auditors will arrive in a few weeks. We are two years into our fiscal planning and already thinking about budgeting for 2019-20. It is a really busy time for Financial Services. June 1st was the critical day for applications for high school students. We are looking at how we are in terms of enrolment and budget projections – looks stable but waiting for the number of confirmed applications in September. It's a very busy time for enrolment and for construction as well. CASES is finished. Now moving actively with our two climate change action plan projects that were reported and approved last year. Kathy saw concept drawings for the new Athletics 30,000 sq. ft. addition to the west side of Fieldhouse – not quite finalized yet but moving quickly.

No new news on the Presidential Search but Kathy anticipates and hopes there will be an announcement before the fall.

Search for Director of Residence and Conference services has been paused for a year. The University was actively embarked on a search to replace David Hare, but decided to take a year to consider all the changes taking place in Residence (mostly in Orillia). Shannon Foster is taking the lead in Residence and Judicial work, and Christine Costa-Wilson is taking on Conference and Food Services. They will both be sharing the portfolio and will report directly to Kathy for the next year. This will allow time to really think about this growing area. Kathy realizes there will be a lot of work to do over the next while.

Tentative opening date for Starbucks is July 11th.

5. Questions for Senior Administration

- 5.1 Jason asked about the recent incident at the Balmoral Building and the presence of all the firetrucks and ambulances. Adam indicated that it was a small chemical spill under 100ml but it couldn't immediately be identified so the building was evacuated. There was some mix-up over access which caused a delay in re-opening the building. An environmental assessor came in to assess the situation. Fire Services used it as an intensive training opportunity. Everything wrapped up around 5pm.

Jack asked about the upcoming trade war and how we can be involved. Kathy indicated that we will take the lead of COU.

Kathy will have more information in the coming year about how we will handle the legalization of cannabis. One association is pushing for all universities to go 100% smoke free, including cigarettes, electronic cigarettes (vaping) and cannabis. The big issue will be the residences as they are students' homes. Laura added that this may also cause labour relations problems as well. It would likely be handled the same way as alcohol.

Patrick asked if any decision has been made about the Schedule II increases at July 1st. Kathy confirmed that the board has approved a 1.5% increase for Schedule IIs and Technicians. Adam added that letters will be going out from HR.

Gautam asked about the hiring freeze and how it will affect us. From discussions he was aware of, Adam feels it involves all general sectors but there has been little

information forthcoming and no criteria or directives are in place yet or confirmation on whether it just affects front-line staff.

6. Other Business

There was no other business.

Motion to Adjourn at 2:58 p.m.

Moved by Jason Freeburn.

Seconded by Patrick Larin. All in Favour.

Carried