



INTERNAL RELATIONS COMMITTEE MEETING MINUTES

March 10, 2020
2:30 – 3:30 p.m.
GCR

Attendance: Chair: Adam Shaen, (Human Resources); Kathy Pozihun (VP Administration & Finance); David Barnett (Provost & VP Academic); Alexis Paulusma (COPE); Pat Larin (SchII); Jack Drewes (IUOE); Gautam Das (LUFA); Matthew Benoit (CUPE); Jason Freeburn (LUTA); Masoud Manzouri (LUSU); Dave Andreason (OPSEU); Connor Jones (GSA)

Regrets: Bernie Chasse (USW); Dave Tommasini (Unifor)

Recorder: Kylie Williams (Human Resources)

1. Approval of the Agenda

Moved by Matthew Benoit that the agenda be approved

Seconded by Jason Freeburn. All in favour.

Carried

2. Approval of the Minutes of the previous meeting of January 21, 2020

Moved by Gautam Das that the minutes be approved.

Seconded by Patrick Larin. All in favour.

Carried

3. Business Arising from the Minutes

David Barnett's presentation on Strategic Enrollment Management will be deferred to April's Internal Relations Committee meeting.

4. EDI Plan Update – Dylan Mazur

Dylan reviewed the process leading up to the development of the EDI Plan and outlined some of the steps that will follow in regards to implementation. The official launch of the plan is scheduled for March 19th from 10:00 a.m. to 2:00 p.m. at the Study in Thunder Bay and March 24th 1:00 to 3:00p.m.at the Orsi Family Learning Commons in Orillia.

5. Questions for Senior Administration

Questions were raised by the committee regarding the impact of COVID-19 (novel coronavirus) to the University community. These questions included impact to travel for work and personal reasons, scheduled public events hosted at the University, the impact to international students of the University and Maple Leaf high school, concerns over the placements and practicum for medical, nursing and teaching programs, and the University's pandemic plans.

Senior Administration indicated that the Executive Team called a meeting following IRC to discuss this topic in detail and prepare for a variety of scenarios. The questions raised by the Internal Relations Committee would be considered at this meeting. Staff and students can expect to receive communication from the University regarding this pandemic before the end of the week.

It was noted that work related travel is an item that would be looked at by administration and while personal travel could not be controlled, the University would have the right to ask someone who recently travelled and was not feeling well to stay home.

6. Roundtable

Alexis Paulusma (COPE) – With consideration of Bill 124, COPE is developing their bargaining proposals for negotiations with the University which are expected to commence within in the next few months.

Masoud Manzouri (LUSU) – The election results for incoming LUSU Executives and Board of Directors are waiting to be ratified by the current Board of Directors. This month, LUSU continues to work on next year's budget. Masoud also reported that members participated in Provincial Lobby Week organized by the Canadian Federation of Students.

Jason Freeburn (LUTA) – Some LUTA members voiced their concerns regarding COVID-19 and equity for those employees who could work from home vs. those who are required to be on campus.

Gautam Das (LUFA) – No update.

Pat Larin (SchII) – Pat advised that SchII members are looking at filling executive rolls within the SchII group.

Dave Andreason (OPSEU) – TSC has been busy planning for and preparing an action plan to address transition to the new Microsoft licensing model. Dave advised that this month OPSEU members supported teachers on their picket lines and attended an event with the Ontario Federation of Labour. Further, equity training was conducted with OPSEU and the longstanding issue with Mac computers and the Filecluster has been resolved.

Connor Jones (GSA) – Connor advised that the new GSA executives will commence in April. The committee can expect new IRC representation from the GSA for the April or May meeting.

Kathy Pozihun (VP Administration & Finance) – Kathy reported that budget development continues for 2020/2021. The draft prepared for the senate budget committee is still

projecting a deficit, in large part due to the impact of enrollment. Also, SMA-3 is being finalized and negotiations with the ministry are to follow.

Jack Drewes (IUOE) – IUOE members recently met with Clint Mason, Manager of Pension, Services, for their members to obtain a better understanding of Lakehead's pension plan. Jack also brought a copy of a social contact from the 1990's which included "Rae Days" as a consideration for budget savings.

Matthew Benoit (CUPE) – Matthew indicated CUPE's current collective agreement will be expiring August 31, 2020. Also, the current executives are standing for re-election in April.

David Barnett (Provost & VP Academic) – David briefly identified current enrollment challenges for the University. These include a decline in domestic undergraduate student enrolment, flat international enrollment and the significant budgetary implications of these projections. International enrollment is further complicated by the current global pandemic which potentially could cause challenges with obtaining student visas.

Adam Shaen (Human Resources) – No update

7. Other Business

There was no other business to discuss.

8. Adjournment

Meeting was adjourned at 3:28 p.m.