



INTERNAL RELATIONS COMMITTEE MEETING MINUTES

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

GCR (UC 2001) and Zoom Meeting

Attendance: Chair: Roshni Antony (AVP, Human Resources); Mehran Aziminezhad (CUPE); Dave Andreason (OPSEU); Gautam Das (LUFA); Patrick Larin (SchII); David Barnett (Provost & VP Academic); Alexis Paulusma (COPE)

Guests:

Regrets: Ariadne Jevnikar (GSA); Jack Drewes (IUOE); Brandon Amyot (LUSU President); Dr. Gillian Siddall; Dustin Piche (Unifor); Jason Freeburn (LUTA); Kathy Pozihun (VP Administration & Finance);

Recorder: Katherine Mendis (Human Resources)

1. Approval of the Agenda

Moved by Dave that the agenda was approved.
Seconded by Gautaum. All in favour. **Carried**

2. Approval of the Minutes of the previous meeting of November 21, 2023

Moved by Mehran that the minutes be approved.
Seconded by Dave. All in favour. **Carried**

3. Business Arising from the Minutes

No business arising from the minutes



4. HR Accessibility

Dave expressed that many employees struggle to get responses and timely support from the HR department. Dave expressed complaints he has heard from other staff members regarding issues not being dealt with in time. He expressed that perhaps there needs to be more resources in HR.

Gautam also expressed that HR is not present for recruitment (non faculty) and that was a support he had expected

Dave also mentioned that we should offer exit interviews for employees. Roshni noted that the HR department does send out exit questionnaires to employees leaving Lakehead and that these employees have an option to request an in person meeting with an HR representative and that HR is committed to providing support where needed.

5. Questions for Senior Administration

Patrick asked if there is an update on the budget. David communicated that there were discussions prior to the break with the government and we are not sure when they will receive answers.

6. Round Table Discussion

Dave Andreason (OPSEU) – Dave expressed that succession planning at Lakehead needs to be made a priority. Dave also shared that TSC is very busy responding to tickets and that they are struggling to fill two vacancies.

Patrick Larin (Schedule II) – Patrick noted that there was good turn out and feedback for the staff Christmas party that happened last month.

Mehran Aziminezhad (CUPE) - Mehran updated that CUPE negotiations were ongoing and there were still some concerns

Gautam Das (LUFA) - Gautum shared that LUFA members are satisfied with the CAAT pension plan.



Roshni Antony (Human Resources) – Roshni shared that Jonathan Racine is the new Wellness Coordinator. Trudy McKinnon is moving from HR to the University Secretariat's office and that Eric Robertshaw is the new contract HR Administrator.

7. Other Business

No other business to discuss

Adjournment

Meeting was adjourned at 3:30 p.m.