



INTERNAL RELATIONS COMMITTEE MEETING MINUTES

March 24, 2025
10:00 to 11:30am

GCR (UC 2001) and Zoom Meeting

Attendance: Chair: Roshni Antony (AVP, Human Resources); Dave Andreason (OPSEU); Gautam Das (LUFA); David Richards (Provost & VP Academic); Tina Falcigno (COPE); Patrick Larin (SchII); Jack Drewes (IUOE); Erfan Azimi Bizaki (GSA); Kathy Pozihun (VP Administration & Finance); Dr. Gillian Siddall; (President);

Regrets: Jason Freeburn (LUTA); Dustin Piche (Unifor); Faraz Khorsandi (LUSU);

Recorder: Katherine Mends (Human Resources)

1. Icebreaker
2. Approval of the Agenda

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

3. Approval of the Minutes of the previous meeting of February 18, 2025

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

4. Business Arising from the Minutes

Roshni noted that she has connected with the Physical Plant regarding the concerns with the Bora Laskin Faculty of Law washrooms. She indicated that the Physical Plant will look into the matter and address the issues accordingly.

5. HR resources and employee relations support - Dave Andreason

Dave mentioned that Roshni sent an email regarding the potential cancellation of the regular union meetings. Roshni clarified that if there is a problem, it should be addressed. Dave confirmed that the meetings will continue to be held as scheduled.



Roshni mentioned that recruitment efforts for the Senior Employee and Labour Relations Specialist position are ongoing.

6. Ensured Benefits and Collective Agreements - Dave Andreason

Dave raised concerns about the lack of equity across the benefit packages. Jack mentioned he was under the impression that all employees were covered under the same package. Roshni confirmed that different benefit packages are negotiated for each employee group and that the details are available on the HR webpage.

Kathy referenced the previous stance from the unions to retain bargaining rights related to benefits and noted that different groups have expressed interest in different provisions. David emphasized that benefits are a part of total compensation.

Roshni clarified that each bargaining unit has the right to determine what is important to them and what they want included in their package. Roshni stated that if the stance of the unions has changed, it is something that can be revisited.

7. Questions for Senior Administration

Gautam requested that David look into the current subscription with EAB. David confirmed that when individuals move into certain roles without formal training, the council was identified as a way to bring people together to explore various topics. He explained that the intention is not to take EAB content as direct instruction, but rather to see what can be learned and applied in context. The goal is to offer individuals a broader perspective. Gautam noted that the cultural context in the United States is different from that in Canada and emphasized that the underlying philosophy may not always align.

Jack inquired about volunteering opportunities. Roshni confirmed that there is a volunteer policy in place for non-unionized employees.

David noted that due to the weather, he appreciated the email that was sent to employees regarding the campus being open.

8. Round Table Discussion

Tina Falcigno (COPE) - Tina shared that she attended a seminar with Joel and Elizabeth focused on managing difficult situations with students. She noted that this was a valuable starting point for COPE employees, who are often on the frontlines dealing with disgruntled students. Gautam and David emphasized the importance of supporting employees who are impacted by the actions of others. Roshni added that during Lakehead Gathers last week, information was shared about self-care and strategies for dealing with challenges in the workplace.



Patrick Larin (SCHII) - Patrick noted that he is in the process of gathering information and is in ongoing communication with Roshni as they work to finalize the details of what Schedule 2 membership entails.

Erfan Azimi Bizaki (GSA) - Erfan noted that they are currently working with TSC to provide support to all students regarding software-related issues.

Dave Andreason (OPSEU) - Dave expressed challenges in supporting some of the current software. Dave acknowledged and appreciated Andrew's hard work and dedication in addressing these issues and improving communication.

David Richards (Provost & VP Academic) - No updates

Gautam Das (LUFA) - No updates

Jack Drewes (IUOE) - Jack mentioned that his group is preparing for the May 2nd closure. Jack noted that recent pension changes are causing concern among employees.

Kathy Pozihun (VP Administration & Finance) - Kathy reported that budget development for 2025/2026 is currently underway. She noted that enrollment data is being closely monitored. The results of the third party review will be shared with the Board this week, and a town hall will be held afterward. Kathy also shared that the Braun Building will be closed over the summer months to allow for a transformer upgrade. Kathy also mentioned that Clint with input from Emma and Roshni is working on a presentation about the pension wind up and options. Clint will be presenting this in a number of sessions in April.

Roshni Antony (AVP, Human Resources) - Roshni reminded the group to submit nominations for the Staff Awards and emphasized the need for union representation on the committee in order for it to proceed.

Dr. Gillian Siddall; (President) - Dr. Siddall noted that updated Town Hall information will be brought forward soon.

9. Other Business

No other business

10. Adjournment

Meeting was adjourned at 11:30am