

## CMCFA NEWS

Dear CMCFA Members:

Thank you to everyone who attended the Annual General Meeting. Please see below for further information on some of the items highlighted at the AGM, as well as some new information that may be of interest.

- **CMCFA Scholarship Committee:** Thank you to everyone who put their names forward for the committee. The committee members are Billy Allen (Mech and Aero); Chantel Lavoie (English); and Maggie Shepherd, Chair (Management)
- **Joint Teaching-Load Distribution Committee:** management and the CMCFA are consulting on the terms of reference
- **Modified Faculty Assessment Report (FAR):** management and the CMCFA are consulting on a written guide to the modifications; the modified FAR will be released once the guide is completed
- **Flexible Work Agreement (FWA):** the Principal RMC and the Academic Director of CMR-SJ has confirmed with the CMCFA that UTs at all the colleges are not required to complete the FWA under Article 12 and Article 8 of the collective agreement.
- **Zoom licenses and PDA:** the Principal has confirmed with the CMCFA that Zoom licenses are an eligible PDA expense, despite information that was circulating to the contrary
- **COVID-related topics under discussion with management:**
  - recognition of the impact of COVID-19 on teaching and scholarly productivity
  - reimbursement of internet and other work-related expenses
- **Copyright statement on Moodle:** In line with university best practices and given the emergency remote teaching environment, the CMCFA has worked with management to jointly develop the following notice that will automatically populate into Moodle course outlines. The text recognizes that unauthorized use is not permitted and reminds our students of the serious implications of violating copyright. Academic freedom necessarily depends on our ability to develop, distribute and publish our ideas in an environment where unauthorized use is not permitted nor condoned.

### *Warning*

*All material provided by your instructor is subject to copyright and is intended only for your use within the context of your course. You are not authorized to distribute such material by any means without written permission. It is a departure from academic integrity to electronically record the entirety or any part of a class or to distribute, publicly post, sell or otherwise disseminate an instructor's course materials or to provide an instructor's course materials to anyone else for distribution, posting, sale or other means of dissemination, without the*

*instructor's express written consent. Any unauthorized recording of classes or distribution of course materials will be treated as a violation of academic ethics and investigated under the applicable Academic Integrity regulation and could be subject to other disciplinary or legal processes.*

*Avertissement*

*Tout le matériel fourni par votre instructeur est protégé par le droit d'auteur et destiné exclusivement à votre usage dans le contexte de votre cours. Vous n'êtes pas habilité à diffuser ce matériel de quelque façon que ce soit sans autorisation écrite. Ce serait enfreindre l'intégrité académique universitaire d'enregistrer électroniquement un cours dans son intégralité ou en partie, ou de distribuer, d'afficher sur une tribune publique, de vendre ou de diffuser de quelque autre façon que ce soit le matériel de cours d'un instructeur sans son consentement. Tout enregistrement de cours non autorisé et toute distribution non autorisée de matériel de cours seront considérés comme des infractions à l'éthique universitaire, feront l'objet d'une enquête aux termes du règlement sur l'intégrité académique applicable, et pourraient entraîner d'autres mesures disciplinaires ou juridiques.*

- **Employer policies highlighted at the AGM of 23 Sept 2020:**
  - *Temporary measures for disability insurance (DI) plan:*  
<https://www.canada.ca/en/treasury-board-secretariat/services/benefit-plans/disability-insurance-plan/information-notice/coronavirus-guidance-managers-disability-insurance-plan.html>
  - *Renewed Guidance for Equipping Employees Working Remotely:*  
<https://www.canada.ca/en/government/publicservice/covid-19/easing-restrictions/departamental-guidebook/renewed-guidance-equipping-employees-working-remotely.html>
  - *Guidance for Managers on the Duty to Accommodate During the COVID-19 Pandemic:* <https://www.canada.ca/en/government/publicservice/covid-19/easing-restrictions/departamental-guidebook/guidance-managers-duty-accommodate.html>
  - *699 leave (other paid leave) for COVID-19-related reasons (still in force):*  
<https://www.canada.ca/en/environment-climate-change/corporate/covid-19/pay-pension-benefits/taking-tracking-other-paid-leave-code-699.html#1>
  - *Eligibility for T2200 tax deductions for working from home:* CRA will release a comprehensive guide to Treasury Board mid-October; Treasury Board will then develop their guidance for employees

Please let me know if you have any questions.

Happy Thanksgiving to everyone!

Helen Luu  
President, CMCFA