

CMCFA NEWS

30 November 2020

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1. Remote Teaching Survey

- At the request of management, the CMCFA provided feedback on the survey prior to its release. We were told that management would adopt all our recommendations.
- When the survey was released, we saw that our following recommendations were ignored
 - To include an open question on the mental health impacts resulting from teaching or working remotely
 - To include questions identifying network issues and expenses related to teaching or working remotely
 - To flag that the survey contains questions about changes to the Winter teaching schedule, since these fall outside the identified scope of “remote teaching”

2. On-site Teaching

- Since 16 Oct 2020, the CMCFA has raised the following concerns about on-site teaching at CMRSJ:
 - that faculty are given full discretion to teach on-site, even in a red zone, such that some are teaching entirely on-site
 - that no direction is provided on what kind of teaching and learning is deemed "essential" and therefore authorized to be on-site
 - that there is no process for ensuring that only teaching that meets the definition of "essential" is authorized to be on-site
- the CFC Commandant held a meeting on 26 Nov 2020 with all union leaders to discuss CFC's restoration plan for 2021. There are currently no plans to have any on-site teaching at CFC in the Winter.
- the RMC Labour Management Consultation Committee will discuss the protocols associated with in-person teaching for those few courses that will be conducted in-person during the Winter semester, such as second language and specific laboratories

3. Increment Process

- Management has completed a document outlining the increments process for faculty assessments. Despite management's claims that they are consulting with the CMCFA on the process, they have not yet shared the document with the CMCFA.
- The document does not reflect the CMCFA's position and is not associated in any way with the increment survey distributed by the CMCFA.

4. COVID-19 Sabbatical MOU

- The CMCFA requested an extension of the COVID-19 Sabbatical MOA, which allowed UTs to defer their 2020-21 sabbaticals and to credit the deferred sabbatical towards a subsequent sabbatical leave. The CMCFA argued that this extension is necessary to address the possibility of continued restrictions on travel and research into the 2021-22 academic year.
- Management has denied this request, agreeing to revisit the question in the spring.
- Note: under the existing MOU, any sabbatical that was deferred in 2020-21, whether half-year or full-year, shall be credited towards a subsequent sabbatical, regardless of when the deferred sabbatical is ultimately taken. So whether you take your deferred sabbatical in 2021-22, 2022-23, or later, you will wait only 2.5 years for your next 6-month sabbatical or only 5 years for your next 12-month sabbatical.

5. CDARP Accommodations

The VPR's Office has confirmed that a one-year deferral of CDARP funds is available to anyone who is on maternity, parental, or medical leave.

6. Call for Grievance Officers

The CMCFA is looking for an additional Grievance Officer to help assist its members with labour relations issues. The Association will provide training. Please contact the President of the CMCFA at luu@cmcfa-apcmc.ca if you are interested.

7. Updates on Previous Items

- **Joint Teaching-Load Distribution Committee:** the CMCFA is awaiting management's draft terms of reference
- **Modified Faculty Assessment Report (FAR):** the CMCFA is drafting a guide to the modifications; the modified FAR will be released once the guide is completed
- **T2200 tax deductions for working from home:** we are still awaiting CRA's comprehensive guide on which Treasury Board will base their guidance for employees
- **699 leave (other paid leave) for COVID-19-related reasons:** Treasury Board has changed the availability and eligibility of 699 leave:
<https://www.canada.ca/en/environment-climate-change/corporate/covid-19/pay-pension-benefits/taking-tracking-other-paid-leave-code-699.html>