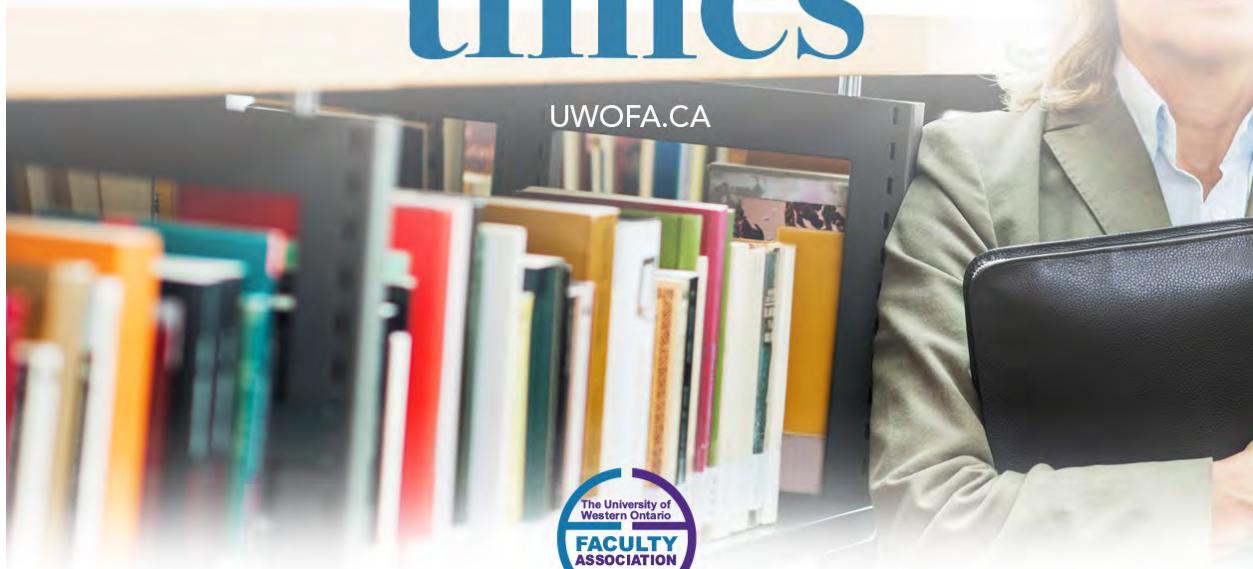
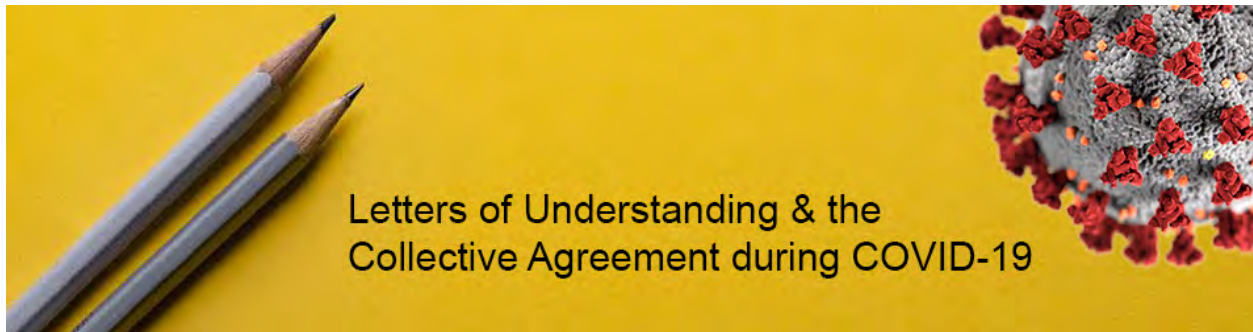


faculty times



Welcome to our first online issue of Faculty Times. We chose this format as a way to quickly disseminate information to better serve our members who are moving to digital communications.

As we move through this difficult time of COVID-19, this is one way we hope to maintain our sense of community and connection. Please share your concerns or struggles with UWOFA. Members' stories inform our union's responses and actions in the short- and long-term.



UWOFA has proposed Letters of Understanding to form part of the Collective Agreement that address changes to the working environment due to the COVID-19 pandemic. Some issues have been agreed with the Administration and are listed below. There are others that are still under discussion.

UWOFA will continue to engage the Administration to find solutions that work for our Members as the situation continues to evolve and new issues arise.

1. General Timelines and Processes

UWOFA and the Administration have reviewed the timelines in the Faculty Collective Agreement and are reviewing those in the Librarians' and Archivists' Collective Agreement. Most can be maintained through remote working. Any changes to timelines will be mutually agreed upon and properly communicated to relevant parties.

2. Annual Meetings with the Dean

UWOFA and the Administration have agreed that it might be necessary to extend the deadline of April 30, 2020 for Deans to hold Annual Meetings with Probationary Faculty Members. Each Faculty will conduct its own assessment as to any delay and notify Members and UWOFA.

If the delay means that the Annual Performance Evaluation appeals process is not complete in time for the July 1, 2020 payroll, any adjustments will be made retroactively.

3. Sabbatical

UWOFA and the Administration have agreed that Members may ask for a deferral of approved sabbaticals scheduled to begin July 1, 2020. Interested Members should contact their Dean.

UWOFA has proposed that a Member on sabbatical who has been disrupted be able to defer three months or more of the current sabbatical leave.

UWOFA has proposed similar deferral arrangements for Librarians & Archivists on Education Leaves and Professional Leaves or with such leaves planned in the 2020 year.

4. Recruitment to Limited Duties Appointments (May 1, 2020)

UWOFA and the Administration have agreed that if a qualified applicant has been selected, the offer will proceed. If the chosen applicant is not willing to teach the course online, then the course can be posted again as an unanticipated posting. There is no compensation should the chosen applicant withdraw from teaching the course.

5. Student Questionnaires

The Student Questionnaires on Courses and Teaching (SQCTs) for the Winter term 2020 have been cancelled and a decision is pending for Intersession and Summer courses 2020.

UWOFA has proposed that no SQCTs from this time period will be used in performance assessments without the Member's prior approval.

6. Intellectual Property

Under the Collective Agreement, a Member is the sole holder of copyright in their own lectures and in all copyrightable material produced pursuant to their Academic Responsibilities regardless of the mode of delivery.

Contact the UWOFA Professional Officer if you have concerns about your rights.

Outstanding Issues

1. Performance Assessments

It is UWOFAs position that Members will not be negatively affected by the pandemic in any subsequent performance assessments.

2. Promotion and Tenure

UWOFAs has proposed a one-year extension for anyone whose Probationary Period includes 2019-20. Members can nevertheless elect to apply for Promotion and Tenure earlier date if they wish in accordance with Clause 16.7.1 in the Article *Promotion, Tenure and Continuing Status*.

UWOFAs has proposed a similar extension and process for Librarians & Archivists whose Probationary Period includes 2019-20.

3. Workload

The move to emergency remote teaching for the remainder of the Winter 2020 term and for Intersession and Summer 2020 courses has resulted in a changed workload for many Members. UWOFAs is urging all members, both full- and part-time, to keep track of your workload and time.

- Full-Time Faculty Members who have experienced significant increases in their workload are encouraged to request a review of their Workload in accordance with Clause 9 of the Article *Workload*.
- For Part-Time Faculty Members, UWOFAs has proposed to the Administration that appropriate compensation be provided for significant increases.
- Librarians & Archivists are encouraged to make use of Clauses 3.1 through 4.3 and the Workload Review Committee in the Article *Workload*.

Other Information You May Need



Remote Working Resources

Not all Members may have the equipment or resources to fully support emergency remote teaching. Not all Librarians & Archivists may have what they need to conduct their Professional Practice remotely. If you do not have required resources or technical support or if you have incurred expenses to acquire the necessary resources, you should track any expenses and discuss the matter with your Dean.

Use of Technologies

UWOFA recognizes that some Members have concerns over the use of certain technologies for remote communication (such as virtual meetings). In consultation with the Electro-Governance Group on campus, [a set of guidelines](#) has been posted on our website.

Members should familiarize themselves with the settings of technologies being used. Should Members be uncomfortable with any of the technologies being used, UWOFA recommends they speak to their supervisor, Chair and/or Dean to determine whether alternative arrangements are available.

Retirement Concerns



The COVID-19 pandemic has introduced uncertainty to the financial markets. The actual impact on individual Members will depend on their retirement time horizon and their particular investment holdings.

UWOFA encourages you to speak to the Sun Life pension advisors and/or your personal financial advisors before making any decisions regarding your retirement investments.

Absence Reporting Policy



UWOFA supports the implementation of a new Absence Reporting policy and tool for all Faculty, Librarians & Archivists and Staff that requires [reporting of absence](#) including illness, self-isolation, family care and more.

The monitoring of absence rates will allow the Administration to:

- support the Middlesex-London Health Unit and other government agencies in identifying and treating possible COVID-19 cases,
- keep our university community safe and informed, and
- monitor our capacity to continue operations should absence rates escalate.

Caregiver Responsibilities



The closure of schools, child-care facilities and other day programs has required many Members to devote considerable time to care-giving responsibilities. The Ontario Human Rights Commission has issued [a policy statement](#) whereby Employers should accommodate employees with care-giving responsibilities to the point of undue hardship.

Members are encouraged to request accommodation from their Dean, which could include Alternative or Reduced workloads with no loss of pay or seniority entitlement, due to ongoing caregiving needs.



During this uncertain time many students are facing higher than normal stress and anxiety. While compassion is always appreciated, dealing with stressed and anxious students can be overwhelming for those not trained in these matters. Members should direct students to their Faculty's specific mental health resources, if available, or Academic Counselling office for issues beyond specific course-related questions.

If you suffer from a mental health concern, such as depression or anxiety, or you are concerned about someone else, help is available. Western offers a variety of counselling services and several mental health resources for students, faculty and staff. If you or a friend or colleague or student are feeling overwhelmed, confused or unsure of your mental health state, please don't ignore it. There are steps you can take to help yourself or help others.

Visit the [Wellness Education Centre](#) to learn about the health and wellness resources available to you at Western and in the London community. There is also a "I need help now" button for urgent matters.

Members can also access the [Employee and Family Assistance Program](#) through MorneauShepell which is available 24/7/365.

Office & Building Access



Based on a [directive from the provincial government](#), Western has moved to only **essential services** on campus beginning **March 24** and continuing for at least 14 days. For details please read the [Western update](#).

In Other News

UWOFA Holds first Online Annual Members Meeting



On March 31, 2020 UWOFA held its first online Annual Members Meeting. Over 35 Members logged in and participated in the discussions.

Barry Hawn presented the Financial Statements and assured those in attendance that the Association continues to remain in a strong financial position.

Several Members raised concerns over the University's ongoing negotiations with Navitas, a for-profit education provider, about creating a college for international students linked to Western. In brief, Navitas and Western would sign a 10-year agreement during which Navitas would recruit international students who Western would not otherwise admit. These students would complete a one-year program at the college, based at Western, and then be guaranteed admission into Western undergraduate programs as second-year students.

The following motion was passed by those in attendance, with one abstention and no one voting against:

That the membership supports, renews and reaffirms [UWOFA's statement](#) opposing arrangements with Navitas and the privatization of higher education and urges UWOFA's leadership to vigorously pursue that position including public advocacy involving campus and community allies.

Some Good News

The final business at the Annual Meeting was the announcement of the recipient of the [Tom Murphy Memorial Award](#), **Nigmendra Narain**.



Nigmendra Narain has been at Western University since 2000 and has been an active member of UWOFA since 2014. Nig was a dynamic and effective member of the Strike Action Committee during faculty negotiations in 2018 and he brought that same energy to the librarians and archivists again in 2019. In 2019 he chaired the Information Technology subcommittee of the Strike Services Committee, where his expertise and dedication to the technical aspects of building the infrastructure in the event of a strike were invaluable. His commitment to UWOFA and his expertise made sure UWOFA was ready.

More broadly, Nig's enthusiasm, experience and support contributed directly to the success of our strike preparation efforts. He sees the big picture and shows strong empathy for individuals. Throughout negotiations

he helped the Strike Action Committee stay grounded with his calm, practical advice and offered comic relief with his quirky sense of humour. The committee quickly became accustomed to his cheerful refrain, "Team work makes the dream work," which was both a motivating message and a constant reminder of the importance of solidarity. In addition, he has served on the Board of Directors and the Executive Committee representing Members holding Limited Term appointments. Nig is respected by other Members, exemplifies the values of UWOFA and is a worthy recipient of this prestigious honour.

Recipients of the CAUT Dedicated Service Award (2019-2020)

The Canadian Association of University Teachers named the following UWOFA Members as recipients of the CAUT Dedicated Service Awards.



Kim Clark has served UWOFA for more than a decade. She has served as the UWOFA representative on various university-wide committees and was instrumental in establishing the University Childcare Centre. In 2005 she served as Vice-President of the association and was co-chair of the Grievance Committee. She served as President during faculty bargaining and as interim co-chair of the Joint Committee for the implementation of the first Librarians' and Archivists' Collective Agreement. For the last four years she has served as UWOFA Speaker.



David Heap has served UWOFA in several significant ways for more than a decade. He was an active member of UWOFA's certification campaign and was instrumental in gathering the necessary union card signatures. During the early rounds of bargaining he ensured members were kept informed by writing numerous Bargaining Bulletins and he has acted as Chair of the Communications Committee. David has served on the Board of Directors and has been a committed member of the faculty and the librarians and archivists Strike Action Committee serving as picket captain in 2011 and as co-chair in 2014, 2018 and 2019. He has been the UWOFA representative on many Western committees and is the UWOFA observer on the London District Labour Council. More recently he received

the United Way Labour Appreciation award for his service to the London community. He is currently a CAUT Defence Fund trustee.



Ben Rubin has provided valuable service to UWOFA over many years. He is member of the Board of Directors and a member of OCUFA's Committee on Contract Faculty and Faculty Complement. During Fair Employment Week he organized events for part-time and limited-term faculty members and was the driving force behind instituting UWOFA's Contract Faculty Research and Professional Development Fund. He was a member of UWOFA's ad-hoc committee to scrutinize and evaluate Western's finances. He was the co-chair of the Committee for Contract Faculty and is UWOFA's Faculty Representative in the Biology department.



Stephen Pitel has served UWOFA in several key roles. He was Speaker of UWOFA and then served as Vice-President, President and Past President. His knowledge and leadership ensured UWOFA's corporate reorganization in 2017 was a success. He played a major role in defining the bargaining goals for the last round of faculty negotiations and has represented UWOFA on the Provost's Ad Hoc Committee on Freedom of Expression and Western's Scholars at Risk Committee. UWOFA benefits from his attention to detail, accuracy and fairness. He continues to be a member of the Policy and Governance Committee and chair of the Faculty Representatives Council. Stephen is an indispensable member of UWOFA and his dedication to the association makes him a valuable resource.