



# MUFA Newsletter

## MUFA President Wins 2015 OCUFA Status of Women Award of Distinction

Michelle Dion, current President of MUFA, is the recipient of the 2015 Status of Women Award of Distinction, presented by the Ontario Confederation of University Faculty Associations (OCUFA). The Award<sup>1</sup>, sponsored by OCUFA's Status of Women Committee, recognizes women who have improved the lives and working conditions of academic women and, by extension, their colleagues, families, and friends.



*Judy Bates (OCUFA President) and Michelle Dion*

as of July 1, 2015, after extensive analysis (by MUFA and the McMaster Office of Institutional Research and Analysis) and discussion (between MUFA and University Administration)<sup>2</sup>.

We are so pleased and proud of the external recognition this Award provides for Michelle's leadership and work advancing gender equity and gender pay equity at McMaster and by extension for the acknowledgment of MUFA's successful advocacy on this important subject affecting so many of our members.

Our new Prime Minister, Justin Trudeau, famously explained why his new cabinet should have gender balance with just four words, "because it's 2015". I can assure you that more than four words were required to achieve gender pay equity at McMaster in 2015, but to MUFA the principle is similarly self-evident.

Michelle's work has already had impact beyond McMaster and has set a new expectation in the Province for pay equity. This is eloquently communicated in

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OCUFA's Submission to the Ontario Gender Wage Gap Steering Committee, *Pay equity among faculty at Ontario's universities*<sup>3</sup>, to which Michelle also contributed.

The earlier Report of the Yates on Gender Equity<sup>4</sup> also provided an important reminder that many systemic forms of gender discrimination remain at McMaster that need to be addressed. Some of these can affect compensation; at the initial stage of salary negotiations, and throughout a woman's career, for example via CP/M and management of parental leaves. Michelle's work also established the important principle that periodic reviews of gender pay equity should be an ongoing activity to ensure that gender pay equity is sustained.

1 <http://ocufa.on.ca/awards/status-of-women-award-of-distinction/>

2 <http://www.mcmaster.ca/vpacademic/documents/JointStatementonPayEquity-FINAL.pdf>

3 <http://ocufa.on.ca/assets/OCUFA-Submission-on-the-Gender-Wage-Gap-FINAL.pdf>

4 [http://www.mcmaster.ca/vpacademic/documents/Yates\\_Report\\_on\\_Gender\\_Equity\\_January\\_2014.pdf](http://www.mcmaster.ca/vpacademic/documents/Yates_Report_on_Gender_Equity_January_2014.pdf)

## Welcome New Members!

**Iris Balodis**

Psychiatry and Behavioural Neurosciences

**Kathryn Fisher**

Nursing

## Faculty Association Dues Holiday!

Just a reminder that a dues holiday is in effect for the following pay periods:

### MUFA Librarians

**March 4 and March 18, 2016**

### Faculty

**March 11 and March 24, 2016**

A surplus of income over expenditures for this fiscal year is projected in the Nine-Month Budget review for 2015/2016. In addition, MUFA reserves continue to be in a healthy state. The dues will return to their normal rate of 0.5% (5 mils), which is the lowest for any CAUT-member faculty association in Canada.

**Don't forget, when you are preparing your tax returns, MUFA dues are tax deductible. This information can be found on your T4.**





Ontario Confederation of University Faculty Associations  
Union des Associations des Professeurs des Universités de l'Ontario

## University governance at the top of the agenda for OCUFA's 148<sup>th</sup> Board Meeting

From February 20-21, 2016, OCUFA held the 148<sup>th</sup> meeting of its Board of Directors in Toronto. While the meeting was an opportunity to review progress on OCUFA's priority areas – university governance and funding; options for university pension plans; and contract faculty and faculty complement – the meeting provided an excellent opportunity to discuss growing concerns with how our universities are being governed.

At the meeting, OCUFA presented the results of a member survey that indicated a high level of concern over university governance among faculty associations and faculty representatives. The state of administrator compensation and the transparency of Boards of Governors were highlighted as particularly challenging areas. The full results of the survey will be used to inform OCUFA's ongoing work on the governance file. Our next step is to develop a principled definition of collegial governance to guide our advocacy around this issue going forward.

The Minister of Training, Colleges, and Universities, Dr. Reza Moridi, also attended the meeting to discuss the Government of Ontario's priorities and answer questions from OCUFA's members. Much of the discussion revolved around university governance, and the Minister shared OCUFA's concerns with the lack of transparency and openness in university administrations and boards.

Last year, new legislation granted the Ontario Ombudsman new authority to investigate complaints in the university sector. Laura Pettigrew, senior legal counsel from the Ombudsman's office made a presentation to the OCUFA Board on what these new powers mean, and how the Ombudsman goes about investigating complaints. The Ombudsman is a potential new channel for students and faculty to question and challenge administrators on campus, and faculty representatives who have expressed their interest in working with the Ombudsman on governance issues.

During a special lunch ceremony, OCUFA presented its 2015 Lorimer Award for Collective Bargaining to Bill Salatka, a professor at Wilfrid Laurier University. Bill received the award in recognition of his work to improve the financial analysis skills of faculty negotiators across Ontario. OCUFA was also pleased to present the 2015 Status of Women Award of Distinction to McMaster's Michelle Dion, for her pioneering work on gender wage gap analyses. The work of OCUFA has been significantly enhanced by the contributions of these two exceptional individuals.

On an organizational note, the Board of Directors ratified the new collective agreement with OCUFA's office staff. The union had previously ratified the three-year deal on January 22<sup>nd</sup>.

### BENEFIT YEAR END REMINDER:



Please note the benefit year end is June 30th. Please ensure all claims dated from July 1, 2015 to June 30, 2016 are submitted to Sun Life prior to September 30, 2016. **Late claim submissions will not be reimbursed.**

# IMMIGRATION INFORMATION FOR VISITORS

In the last year and a half it has become increasingly difficult and a lengthier process to get immigration documents submitted and approved by Canada Immigration. This holds true for those coming to work or visit. Almost every visitor who comes to campus, with the exception of business visitors who will be staying for less than 5 days, requires a work permit. Some visitors also require a visa depending on where they are visiting from. The process for acquiring a visa remains the same.

On October 26, 2015, the process changed yet again so that we now must submit all information and pay the employer compliance fee via a CIC employer portal. This sounds logical and like it might actually be a step in the right direction. However, the system has had its share of technical issues which, on a positive note, are getting somewhat better. However, it is not yet a seamless process and requires extra time even if just for the volume of visitors coming to campus who now need these documents completed in order to get their travel documents.

This information is being relayed in hopes departments and researchers can be encouraged, as much as possible, to try to plan for visitors months (over six months) in advance. **The same holds true for those visitors who are here and need to renew their work permit.** In these instances, please ensure your visitors (most often postdoctoral fellows) are aware that they must apply for a renewed work permit **prior to the date their current work permit expires.** They can continue working on what is called implied status if they apply prior to the expiry of their current work permit. Even if they do not receive their renewed work permit, they can continue to work and be paid as long as they have implied status meaning they applied in advance of their work permit expiry. They **MUST NOT LEAVE THE COUNTRY WHEN ON IMPLIED STATUS** otherwise they forfeit implied status and can no longer work or be paid.

In summary, we must complete forms which were previously not required on our end, and as well, the CIC processing times are lengthy and we do not anticipate these lessening anytime soon, so advanced planning is essential.

We do realize this is frustrating for everyone involved. Should you have any questions, please feel free to reach out to Barb Eftekhari in the Provost's Office, [barb@mcmaster.ca](mailto:barb@mcmaster.ca), ext. 23065.

## Passages

**Dougal Campbell**

Psychiatry  
January 18, 2016

**Gary Madison**

Philosophy  
January 16, 2016

**Janice Pogue**

Clinical Epidemiology and Biostatistics  
January 22, 2016

**Eva Tihanyi**

School of Business  
September 13, 2015

# OCUFA

## OCUFA Service Award 2015/2016 Call for Nominations

The OCUFA Service Award was established five years ago to honour individuals who have done, or continue to do, exceptional work on behalf of the Ontario Confederation of University Faculty Associations and its Members.

Up to six awards may be given each year and are presented during OCUFA's Annual General Meeting, which will be held this year on May 7, 2016.

**The deadline for 2015-16 nominations is April 4, 2016.**

For more information about the award and the nomination form please visit:

<http://ocufa.on.ca/awards/ocufa-service-award/>



### Great Family Home for Rent in Ancaster

Four-bedroom, four bathroom, fully furnished house in Ancaster. Two car garage, cedar deck and finished basement. Fifteen minute drive from McMaster University. Walking distance (300m) to schools from kindergarten to grade 8 (including French Immersion) and close to local high school, community centre/pool, and conservation area with running/mountain biking trails. Many stores and restaurants within five minutes drive. Optional family vehicle rental also possible. Smoke free and pet free home. Available July 1, 2016 to July 1, 2017 with some flexibility. Tel. 905-648-0346 or email Katherine Cuff ([cuffk@mcmaster.ca](mailto:cuffk@mcmaster.ca)).

## McMaster Employee Discount Offers

McMaster University provides employees with time and money saving opportunities resulting in higher levels of employee satisfaction. Please take advantage of special offers available from McMaster University partners:

<http://www.workingatmcmaster.ca/link.php?link=Working+At+McMaster:Employee+Discounts>



Additional discounts are also available through the Compass Information Centre:

<https://www.msumcmaster.ca/services-directory/4-compass-information-centre>

## Academic Regalia Sale

Harcourts is offering an academic regalia sale. Now through March 31, 2016, faculty can order custom made academic regalia and receive a 20% discount off our regular price. This is the perfect opportunity to purchase academic regalia at a discounted price.

In addition to receiving a 20% discount, we will include:

- Initials sewn into your gown at no additional charge - A free garment bag to store your gown
- Only manufacturer in Canada able to produce "official academic regalia" from every institution within the United States

With over 173 years of manufacturing robes in Canada, you can be assured of receiving the highest quality robes in our industry.

For more information or help with your order please contact:

- Toronto office : Rhoda 416-977-4408 or [rhoda@harcourts.com](mailto:rhoda@harcourts.com)
- Montreal office - Jennifer 514-866-1842 or [jennifer@harcourts.com](mailto:jennifer@harcourts.com)

## Employee and Family Assistance Program (EFAP) Launches Enhanced Website

We are pleased to tell you that you now have access to a new and improved online Assistance Program website, Homeweb.

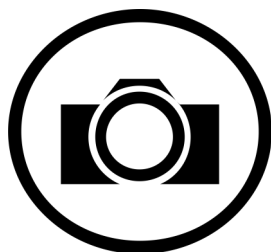
**Homewood Health** has developed an enhanced website to offer you a more personalized experience, featuring increased account security, and easier access to the tools and resources you want – anywhere, anytime.

Log-in details and information guides on using the new [homeweb.ca](http://www.homeweb.ca) website are located on the Employee and Family Assistance Program webpage at

<http://www.workingatmcmaster.ca/link.php?link=healthy-workplace:efap>.

Please remember to update bookmarks to <https://homeweb.ca/>.

If you have any questions about Homeweb, please contact Stacie Cameron at extension 24083 or by email at [venns@mcmaster.ca](mailto:venns@mcmaster.ca).



MUFA is looking for pictures to use on our website ([www.macfaculty.ca](http://www.macfaculty.ca)) that represent McMaster and faculty. If you have any pictures you would like to share, please email them to [mufa@mcmaster.ca](mailto:mufa@mcmaster.ca).

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**MUFA on the WEB**  
<http://www.macfaculty.ca>



# Annual General Meeting

**Monday, April 25th, 2016  
3:00pm**

**Great Hall  
University Club**

