



CUPFA Members' Meeting

Return To Campus

July 21, 2021

Presented by: Robert Soroka, President - CUPFA

Agenda

- ▶ Accommodation for those who cannot teach in-class in the fall
- ▶ Addressing concerns
- ▶ Clarification as to what is and is not permitted for in-class courses
- ▶ Your questions

Email your questions NOW to: QUESTIONS@CUPFA.ORG

Questions

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Accommodation for those who cannot teach in-class in the fall

Who are you?

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- You have a compelling health concern that can be corroborated

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- You have a compelling familial situation where on-campus presence poses a health threat

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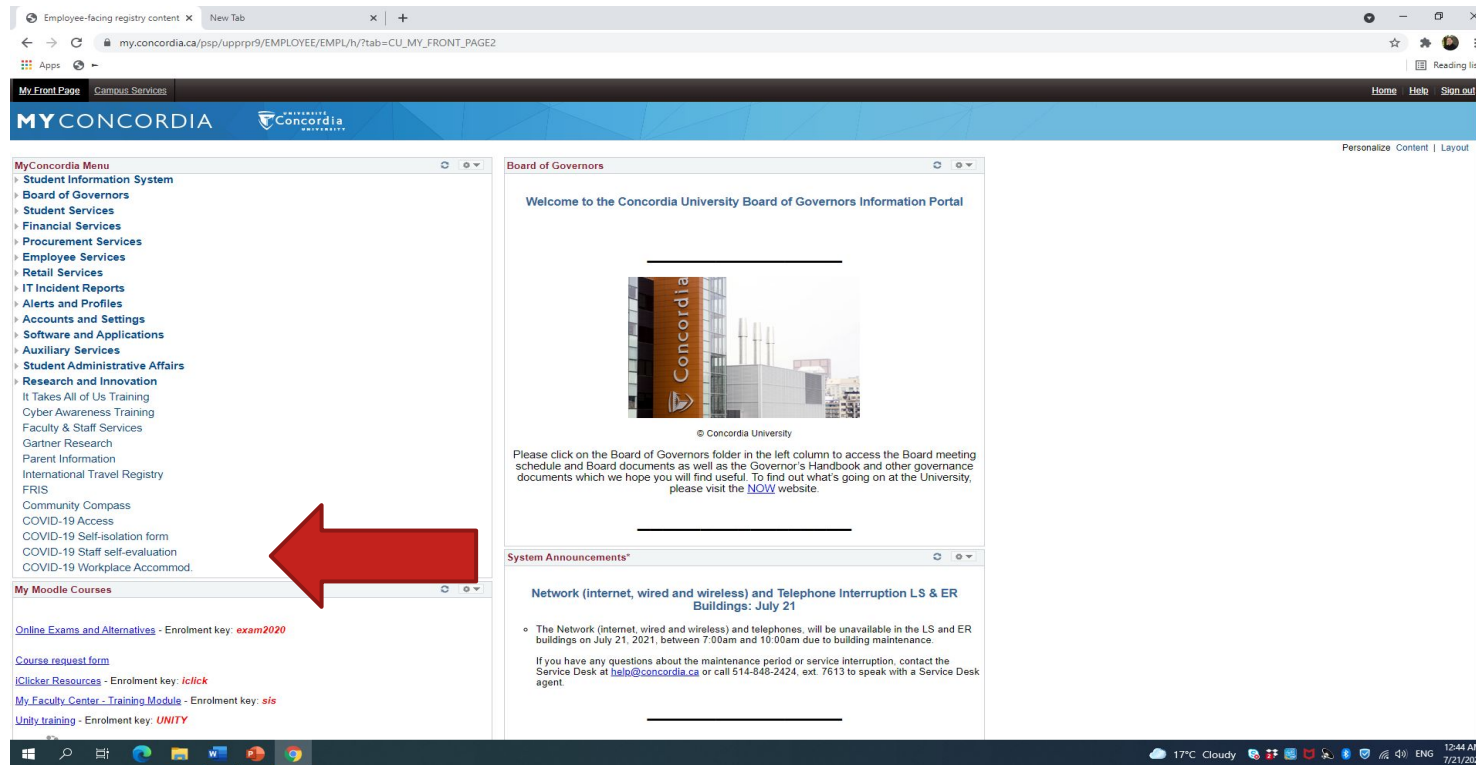
Who are you?

- You have a compelling health concern that can be corroborated
- You have a compelling familial situation where on-campus presence poses a health threat
- You feel that your particular situation merits an accommodation

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Accommodation for those who cannot teach in-class in the fall

► Covid-19 Workplace Accommod.



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Accommodation for those who cannot teach in-class in the fall

Section 1 - Personal Medical Condition(s) – Vulnerable Population

The governmental authorities have identified a group of conditions which cause individuals to be more vulnerable to complications related to COVID-19. To consult the most up to date list please consult the [COVID-19 \(SRAS-CoV-2\) : avis scientifique intérimaire pour la protection des travailleurs avec maladies chroniques](#). Please describe your condition:

Your last medical appointment related to the above condition(s) was

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Section 2 - Other Personal Medical Condition(s)

You have other personal medical condition(s) not listed in Section 1 - Personal Medical Condition(s) - Vulnerable Population, above, which you believe may prevent you from coming to work on campus at this time. Please elaborate:

*Your last medical appointment related to the above condition(s) was
If you have any secondary conditions please elaborate :*

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Section 3 - Personal Situation

You believe an exceptional personal situation prevents you from coming to work on campus at this time and are therefore requesting accommodation.

Please explain your personal situation below :

Please note, the information related to Section 3 (Personal Situation), captured above, will be shared with your manager or chair for the purpose of assisting you with the requested accommodation.

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Health information (Sections 1 and 2):

To be shared with ONLY SPECIFIC PEOPLE in:
Human Resources
and
Environmental Health and Safety
(Information will remain confidential)

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Accommodation for those who cannot teach in-class in the fall

Bottom line:

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- **University will be selective**

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Bottom line:

- Be as specific as possible
- Anxiety and stress (not clinical) about returning to campus is not sufficient
- Include medical corroboration
- University will be selective
- **If your course is scheduled to be remote: no need**

Some Recent Inquiries by CUPFA Members

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- ▶ Concern: Safely moving within and between buildings
 - ▶ Response: EHS has made/is making thorough assessment of space and transit across and inside buildings. This is being considered in the scheduling of in person classes.

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- ▶ Concern: Safely moving within and between buildings
 - ▶ Response: EHS has made/is making thorough assessment of space and transit across and inside buildings. This is being considered in the scheduling of in person classes.
 - ▶ Once classes begin, CUPFA should be notified of any dangerous traffic issues that should be brought to University's attention.

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 - (ii) Must profs record a separate lecture?

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▶ Response:

▶ Students who are registered for an in-person course are expected to attend in-person classes and write in-person evaluations.

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▶ Profs who wish to accommodate students with lecture notes or other material do so at their discretion.

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▶ Response:

- ▶ Students who are registered for an in-person course are expected to attend in-person classes and write in-person evaluations.
- ▶ Profs who wish to accommodate students with lecture notes or other material do so at their discretion.
- ▶ Students in such a situation could register for courses that are delivered remotely.

Some Recent Inquiries by CUPFA Members

- ▶ Concern: Will vaccinations for students become mandatory?

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- ▶ Response:
 - ▶ At the present time the government has not imposed that students need to be vaccinated.

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 - ▶ The University will be promoting vaccinations.

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- ▶ Concern: Will vaccinations for students become mandatory?
- ▶ Response:
 - ▶ At the present time the government has not imposed that students need to be vaccinated.
 - ▶ The University will be promoting vaccinations.
 - ▶ There is a plan in place to have a temporary “pop-up” vaccination center on site.

Some Recent Inquiries by CUPFA Members

- ▶ Concern: What is the mask policy?

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 - ▶ Currently, masks are mandatory when on campus in public indoor spaces

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 - ▶ Dependent on Public Health directives

Some Recent Inquiries by CUPFA Members

- ▶ **Concern: What is the mask policy?**
 - ▶ Currently, masks are mandatory when on campus in public indoor spaces
 - ▶ Dependent on Public Health directives
 - ▶ Profs may wear masks and visors in class

Clarification as to what is and is not permitted for in-class courses

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- ▶ Must a 2.5/2.75 hour lecture or twice-weekly lectures (1.25 hours each) be delivered entirely in-person if course is so designated?

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- ▶ Short answer: **NO**

Clarification as to what is and is not permitted for in-class courses

- ▶ Must a 2.5/2.75 hour lecture or twice-weekly lectures (1.25 hours each) be delivered entirely in-person if course is so designated?
- ▶ Short answer: NO
 - ▶ So long as there is a pedagogical basis for the delivery plan, one can reduce in-person time and add asynchronous components

Clarification as to what is and is not permitted for in-class courses

PERMISSIBLE:

October 6th 1.25 hour lecture is asynchronous: that is, a 40 minute lecture on TOPIC 1 and a 35 minute lecture on TOPIC 2 are recorded on Yuja and uploaded to your Moodle course site

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PERMISSIBLE:

October 6th 1.25 hour lecture is asynchronous: that is, a 40 minute lecture on TOPIC 1 and a 35 minute lecture on TOPIC 2 are recorded on Yuja and uploaded to your Moodle course site

October 8th 1.25 hour class time: a pre-assigned text “case” is discussed in class, where discussion incorporates theories and concepts discussed in the recorded October 6th lecture (flipped classroom)

Clarification as to what is and is not permitted for in-class courses

Question: What if my Department Chair or Course Coordinator disagree with this?

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Question: What if my Department Chair or Course Coordinator disagree with this?

Response: Consult with CUPFA.

Final Comments

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QUESTIONS

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