

From: [FAFA](#) on behalf of [FA President](#)
To: fafa@lists.uvic.ca
Subject: [Fafa] Various COVID Matters
Date: December 9, 2021 12:01:20 AM
Attachments: [image001.png](#)
[LOU COVID adjustments.revised.113021.pdf](#)
[Salary Evaluation LOU 2021-25.pdf](#)
[ATT00001.txt](#)



Dear Colleagues,

As some of you may have heard through various informal but credible sources, there was an exposure to COVID-19 among some UVic BCom students at an off campus social event a few days ago and some students are currently ill. Island Health is working with the University to address this issue. A student forum published a letter from the Dean of Business to students on this matter, and I've included some relevant excerpts below:

*Those who test positive for COVID-19 are required to stay home and follow guidance from public health. While we know that this information may be very concerning to you, and that you have many questions, rest assured that **we are working closely with Island Health who has initiated contact tracing.***

Island Health oversees the process of contact tracing and notification. In low-risk settings like UVic, broad public notification is not normally required. Contact tracing is used by Island Health to notify those who may be at risk of exposure. Anyone who tests positive for COVID-19 will be contacted by Island Health. Island Health will notify instructors, classmates and students if they've determined there is a significant risk of COVID-19 exposure. In these cases, UVic may assist with contact tracing or notifications. Island Health will determine, on a case-by-case basis, if self-isolation/self-monitoring is required by following the general guidelines from the BCCDC.

As you are probably aware from our earlier emails, the FA has been advocating that information should be made available to the university community about COVID exposures and outbreaks on campus.

If you have concerns, please let us know, and as necessary we can also connect you with relevant people in the administration.

COVID-related Letters of Understanding

I am pleased to inform you that we have come to an agreement with the University regarding two more COVID-related Letters of Understanding (LOUs) (both attached to this email).

Each, in different ways, involve the extension of earlier agreements to recognize the ongoing impacts of COVID.

Extension of LOU on COVID "stopping the clock language"

The University has agreed to amend the Letter of Understanding (LOU) regarding extending tenure and promotion deadlines to include those who were hired at UVic during 2021. The original Letter of Understanding provided all pre-tenure and pre-continuing appointment faculty members who were at UVic in 2020 with the option to defer their application for tenure, continuing appointment or reappointment by one year, just by requesting this, without having to provide an explanation. They also have the option to request an extension for a second year, but in that case need to provide evidence of major negative COVID impacts. These deferrals can be requested at any point until one has received tenure or continuing appointment. Given the ongoing impacts of COVID during 2021, this option has now been extended to include those faculty members and librarians who were not here in 2020, but began their employment at UVic in 2021.

The amended LOU is attached. It also includes an amendment to note that CES for the January-April 2021 term cannot be included in faculty evaluations (salary or RPT) without the agreement of the faculty member (as is also the case for CES over the entire 2020 year). I informed you about this agreement with the University several months ago, but at that time it had not been formalized in the LOU.

LOU on Impacts of COVID on Salary Evaluation

The second LOU reflects the LOU agreed to earlier in the year for the 2021 salary round that included 2020 in the evaluation window. This new LOU (attached), applies to the upcoming salary round, to be completed in Spring 2022, which will include the evaluation of the years 2018-2021, as well as future salary rounds that include years up to 2024.

This LOU allows everyone to include a COVID impact statement in their salary evaluation materials. It is primarily intended to protect members from being assessed as not meeting expectations, if this evaluation resulted from one or two years in which COVID had major negative impacts on one's record. The LOU recognizes that depending on one's field (and the speed or lack thereof of publishing in that field), that COVID impacts could be experienced several years after 2020 and 2021. The LOU thus states that if faculty members are assessed as not meeting expectations in any salary round up to and including the 2025 cycle, they can remove one or two review years between 2020 and 2024 that may have negatively impacted their assessment from the evaluation, moving the evaluation back by one or two years, and be reassessed to determine if in that case they would then meet expectations.

Since this LOU goes forward into 2025, it can be revised in our upcoming bargaining, if mutually agreed to by both the Administration and the Association. (See attached LOU) Since librarian salary evaluation policies are somewhat different, we will be negotiating a separate

LOU for librarians on this matter.

If you have any questions on these matters, please feel free to contact me or our membership services officers:

[Ben Johnson](#)

[Reuben Kellen](#)

[Nathan Todd](#)

I hope to see many of you at our OGM today, December 9th, from 2-4 pm. For your convenience, here again is the zoom link for that meeting: <https://uvic.zoom.us/j/95909795893>

All the very best,

Lynne

Lynne Marks

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<https://www.uvic.ca/humanities/history/people/faculty/markslynne.php>

University of Victoria

Victoria, B.C.

We recognize with respect the WSÁNEĆ (Saanich), Wyomilth (Esquimalt), and Lkwungen (Songhees) peoples on whose territories the University of Victoria stands, and whose relationships with this land remain profound today.

We acknowledge the devastation that government-created residential schools and Indian hospitals has inflicted on the health and wellbeing of Indigenous peoples and the ongoing effects of concentric trauma that continue to this day.