



February 3, 2021

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### Tax time options: T2200S or \$400 flat rate

All UM employees who worked remotely in 2020 will be issued a T2200S form for home office expenses, according to a recent UM announcement. The forms are expected to be sent to you via email before the end of February. This method allows employees to claim the actual amounts you paid, supported by documents.

As you may also be aware, as an alternative, the [Federal Government announced](#) late last year that the Canada Revenue Agency (CRA) will allow employees who worked from home in 2020 due to the pandemic to claim up to \$400 without a list of detailed expenses.

Please consult the [Canada Revenue Agency website](#) and/or your tax advisor to determine which method will work best for you.

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### Anomalies Committee – adjudication delayed until March

Once a year the Anomalies Committee reviews applications from Members who raise concerns about the fairness of their base salaries. Usually that process is completed by the end of December, and decisions are communicated to applicants thereafter. This year, between contract negotiations and the Pandemic, the committee's work has been extended until March 1, 2021. Applicants won't hear from the committee until that process is complete.

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### Promotion Appeals – contact the office for advice

For several years the promotion appeal committee described in the Collective Agreement had not been struck. Last year we made sure it was properly constituted, and the promotion appeal that we helped send to the committee was successful. If your promotion application is denied this year, contact the office ASAP for advice: [faum@umfa.ca](mailto:faum@umfa.ca) / 474.8272.

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## Is your department/unit hiring? You should read this!

Deciding on departmental hiring priorities, search procedures, and methods of evaluating applicants for academic positions are very important parts of collegial governance.

Did you know that...

- Your Dean/Director must first ensure there's a planning/priorities meeting of UMFA members prior to hiring an UMFA position?
- UMFA members are to make up the majority of voting members on hiring committees?
- That you can report problems with a hiring committee to UMFA's Executive Director without breaching confidentiality?

Read more on hiring procedures in our "Know your CA" pamphlet series:

- [Article 18: Hiring](#)
- [Knowing and Using your CA](#)

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## Survey: Violence and Harassment at Work

The Centre for Research & Education on Violence Against Women & Children at Western University is working with researchers at the University of Toronto and the Canadian Labour Congress to launch a national survey on workplace harassment and violence. According to the CLC, this survey is the first ever on violence and sexual harassment in the workplace with a national reach in Canada. For more information, and to take the survey, click [here](#).

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## MFL Black History Month event: *The Porter* panel discussion

On February 25 at 6:30 p.m, as part of Black History Month, the MFL will hold an online panel discussion with some of the individuals behind the CBC and BET+ original series *The Porter*. The series, which is set to begin filming in Winnipeg this spring, is inspired by the real life events that lead to the moment when railway workers from Canada and the United States formed the world's first Black union. In 1917, Winnipeg became the first Canadian city to have a black railway workers' union - the Order of Sleeping Car Porters. The members also joined in the 1919 Winnipeg General Strike. To register for the Zoom event, click [here](#).

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## Support Workers United and Canada Goose factory workers

Canada Goose workers in Winnipeg have been trying to unionize for nearly a year to improve their wages and working conditions. Unfortunately, their employer has been thwarting these efforts. Everyone deserves democracy in the workplace, and UMFA members can support the workers' fight by signing a petition asking the owners of Canada Goose to voluntarily recognize the union that the workers want. The petition, and details on the situation, can be found [here](#).

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***If you have information or an event that you'd like to share in an upcoming issue, please email the item to [umfa-communications@umfa.ca](mailto:umfa-communications@umfa.ca) for consideration.***