

# FAST FACTS



**DECEMBER 20, 2018**

Hi everyone,

Below you'll find news items and UMFA related information that we hope you'll find helpful. 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.

## IMPORTANT TO NOTE

**WISHING YOU AND YOURS  
A VERY HAPPY HOLIDAY!**

The UMFA office will be closed for the holidays  
December 17 to January 2, and we will only be responding  
to emergencies during this time.

**SEE YOU JANUARY 3, 2019!**

## President's Letter: UMFA member pension payout

Hello everyone.

I hope you all are looking forward to having your grading completed and enjoying a happy and healthy holiday season. I am writing to inform you that UMFA will be distributing cheques in mid-January to all UMFA members who participated in the 2016 strike to partially compensate them for their forgone pension benefits during the period of the strike.

The background to this is that whenever we go on strike, we prepare to pay strike benefits and to pay the employer the cost of our benefits so we are protected for the duration of the strike. Administration accepted our payment for all our non-pension benefits, so we were still able to access health coverage during the strike. However, even after much cajoling administration refused to accept payment for our pensions at the onset of the strike.

Based on the strength of the strike in the 2016 back-to-work protocol we negotiated a provision that had administration agree to accept the payment for pensions and restore our pension entitlements “if possible”. After we returned to work, both they and we sought opinions from expert consultants. Our experts disagreed, and rather than engage in an expensive protracted legal battle it was decided that a portion of our forgone salary will just be paid to Members directly in January as a final strike benefit.

The payments will be paid only to members who participated in the strike and were eligible to contribute to the pension fund, as they are the ones whose pension benefits were reduced as a result of the strike. The payment will be \$50 for each day you were on strike duty and it is not taxable. There's no need to reply to this email – detailed instructions on when and where (Fort Garry and Bannatyne) to pick up your cheques will be sent out in January. We will also be seeking your assistance to locate members who have left the university or the heirs of members we have lost since 2016.

We once again thank all of you who participated in the strike. The strike strengthened our faculty association immeasurably and continues to inspire other faculty associations around the country. In your offices, libraries, labs, and classrooms you may feel that nothing has changed and certainly we continue to face challenges from a difficult administration and government. However, at UMFA we have seen a marked change in our relationship with administration: they take us seriously. They take you seriously. And for that, we all need to

thank the members who walked the picket lines and worked behind the scenes at strike headquarters.

Happy Holidays, everyone.

Janet Morrill

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NEWS YOU CAN USE 

## **Professors and Instructors Make U of M Happen!**

Interviews from the "Professors and Instructors Make U of M Happen" campaign are now online. As we continue to introduce your colleagues, please follow along and share them on your social media using the hashtag **#WeMakeUofMHappen**.



**Ken Bentley, Instructor and Head Coach, Women's Volleyball**

Kinesiology and Rec Management

*"I believe you come to university to find out what's possible."*

**What department and faculty/college/school do you work in?**

I am the Head Coach of the Women's Volleyball with Bison Sports, in Kinesiology and Recreation Management.

**How did you become an instructor at the UofM? What career path did you follow?**

I started coaching at a young age, right after graduating from high school. Our physical education teacher asked if I'd like to coach the freshman girls' volleyball team at Murdoch

McKay School in Transcona. Volleyball is my favourite sport so I said, “yeah absolutely!” It just happened to be on the girls’ side, and if they would have asked me to coach the freshmen boys’ team I would have jumped at that too. I knew nothing about coaching obviously but knew the sport well enough to give it a go.

A couple of good female friends of mine went on to play at the University of Winnipeg, so I kind of followed them there, and ended up being an assistant coach. I talked my way into a volunteer position there for 4 years which was so instrumental in my career path. Without that experience I wouldn’t be here for sure. In 1986, our men’s coach here at U of M, Garth Pischke, phoned and asked me to come in and talk about a job, which was pretty flattering because Garth is a Canadian icon in volleyball.

**What does an average week look like for you as an instructor at the UofM?**

An average week in season has evolved tremendously. Here’s a week from late October:

Monday I broke down film from the previous weekend for most of the day before practice, because what I see determines my plan for the upcoming week in competition. Then I trained from 4:00-6:30 and then had a Junior Bison fall camp from 6:30-8:30.

Tuesday I had two individual training sessions during the day with our athletes in between their classes and then we practiced. I finished my planning, took care of some administrative items, and then we practiced from 5:30-8:00.

*To read more of Ken's interview, and others, visit the [UMFA website](#).*

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# Employment Leave for victims of domestic violence



## Know your rights

In Manitoba, if you are a worker and you are the victim of domestic violence, you have the right to take leave from work (including up to five days with pay) in order to get help.

Effective June 1, 2016, changes to Manitoba's Employment Standards Code ensure any worker who is the victim of domestic violence (regardless of gender) has the right to access employment leave. Domestic violence employment leave can be used for one or more of the following purposes:

- To seek medical attention for the worker or her/his children related to domestic violence;
- To obtain services from a victim services organization (e.g. abuse shelter);
- To obtain psychological or other professional counselling;
- To relocate (either temporarily or permanently);
- To get help from law enforcement or to seek legal assistance (including preparing for, or participating in, related civil or criminal proceedings); or
- For other purposes that may be prescribed in Regulation.

You can take up to 10 days of employment leave all at once or as you need it. If you need more

time, you can take a further leave of up to 17 weeks in one continuous period. A worker must have been employed by the same employer for at least 90 days to qualify, and must give the employer as much notice as is reasonable and practical in the circumstances.

You are entitled to be paid for up to five (5) days of domestic violence employment leave; any other leave taken will be unpaid. It is the worker's responsibility to notify the employer of which days (up to a maximum of five) are to be paid. When taking paid leave, the worker must provide verification of the need for the leave. Employers may also require verification when unpaid leave is taken.\*

Employers are required to maintain confidentiality with respect to all matters related to accessing domestic violence leave.

For more information, you can contact the **Manitoba Employment Standards Branch:**

**Phone:** 204-945-3352  
1-800-821-4307 (Toll free)

**E-Mail:** [EmploymentStandards@gov.mb.ca](mailto:EmploymentStandards@gov.mb.ca)

**Web:** [www.gov.mb.ca/labour/standards/](http://www.gov.mb.ca/labour/standards/)

\* Regulations may be developed in the future to specify what type of verification is required, but so far, no rules have been developed in this regard.

## This month in UMFA history

In 2011, UMFA launched its Twitter account. From a handful of followers then, to over 1200 followers now, the UMFA Twitter has become an important way for the Association to communicate with members and stay in touch with various organizations from across the country. It was also a key tool in helping us communicate with members, students, and the public during the strike of 2016.

If you're not already following us on Twitter, find us at [@umfa\\_faum](https://twitter.com/umfa_faum).

**We make UofM happen**

**umfa**

Tweets **1,875** Following **420** Followers **1,242** Likes **880** [Follow](#)

**UofM Faculty Assoc.**  
@UMFA\_FAUM

UMFA is the certified bargaining agent for 1,230 full-time professors, librarians, lecturers and instructors at the University of Manitoba.

Winnipeg, MB  
[umfa.ca](http://umfa.ca)  
Joined November 2011  
309 Photos and videos

**Tweets** Tweets & replies Media

**UofM Faculty Assoc.** @UMFA\_FAUM · Dec 14  
Ken Bentley is an instructor and head coach of Bison Women's volleyball. One of the best parts of his job is when he sees a team reach its full potential, and sees the powerful impact of self-belief in a student athlete. Read more: [bit.ly/2AnFvPk](http://bit.ly/2AnFvPk) #WeMakeUofMHappen

**PROFS & INSTRUCTORS MAKE UofM HAPPEN**

**KEN BENTLEY**  
INSTRUCTOR  
HEAD COACH  
WOMEN'S VOLLEYBALL

**UofM Faculty Assoc.** @UMFA\_FAUM · Dec 12  
A reminder that the UMFA office will be closed for the holidays, starting next week.

**New to Twitter?**  
Sign up now to get your own personalized timeline!  
[Sign up](#)

**You may also like** · Refresh

- UMSU** @MyUMSU
- University of Manitoba** @umanitoba
- UofM Human Resources** @UMHRdept
- the Manitoban** @themanitoban
- MB End of Labour**

## Labour and education in the news

UMFA compiles a daily list of articles featuring labour and education issues in the news from local, national and international sources. To see the latest, click here: <http://www.umfa.ca/news/labour-and-education>



## MEETINGS & EVENTS

For a list of upcoming UMFA meetings, please visit our website:

<http://www.umfa.ca/news/meetings-events>.

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We make  happen

UNIVERSITY OF MANITOBA  
Faculty Association