



# QUFA VOICES

Your Queen's University Faculty Association Newsletter

## VOICES IN THIS ISSUE: March 2022

PRESIDENT'S VOICE: Who's Listening to Your Lectures?, by Jordan Morelli ... 1-2  
FOLLOW-UP: Sick Leave and LTD FAQ, by Peggy Smith ... 3  
GRIEVANCE CORNER: Spotlight on Faculty Mental Health, by Peggy Smith ... 4

### PRESIDENT'S VOICE

## Who's Listening to Your Lectures?

Glean and other digital technologies allow students to record and transcribe lectures and other classes, but there are numerous privacy, intellectual-property, and other implications

The QUFA Political Action and Communication Committee (PACC) hosts an event each spring as part of our Annual Lecture series. This year, PACC is working to host a panel discussion about the implications (good and bad) of the emergence of recordings (both audio and video) in the classroom. As you know, there are all sorts of classes: lectures, seminars, laboratories, etc. What might be acceptable in one type of class could be incredibly problematic in other types of classes. In addition to the potential intellectual property and copyright implications that come with recordings in the classroom, there is also the real threat that a sound or video clip from a recording can be taken out of context and used to harass and intimidate instructors and students who might have been recorded (with or without their knowledge).

At some point this term, you may have received a Letter of Accommodation for a student in your class that lists "Permission to audio record lectures" as one of the

### YOU ARE INVITED

## QUFA Spring General Meeting

The QUFA Spring General Meeting (SGM) will take place:

**Thursday 21 April 2022**  
**1.00 p.m. – 3.00 p.m.**  
**via Zoom**

All QUFA Members are asked to RSVP their intention to attend the SGM by 19 April 2022 to QUFA Office Administrator Elizabeth Polnicky (ep43@queensu.ca) to receive the Zoom link for this meeting.

Please note that only Association Members who RSVP "yes" will be registered to vote in the elections for Executive positions, and will receive a Simply Voting ballot by e-mail on the day of the meeting.

To join the Association, fill out the membership form here:

<https://www.qufa.ca/memberservices/membership-form/>

More information on QUFA's Spring General Meeting and the Executive Elections can be found on the QUFA Web site:

<https://www.qufa.ca/2022-spring-general-meeting-and-executive-elections/>

accommodations the student is entitled to. In each case, without fail, I have seen this accommodation followed with several bullet points, including one that indicates "Note-taking through Glean." If you're like me, this will have been the first time you ever heard of Glean. Glean is an application that digitally records lectures in high-quality audio to the cloud. The Accommodations Office has recently adopted this technology

as an allowable form of accommodation for some students.

So, if you have a student in your class with "Note-taking through Glean" as an accommodation, it is very likely that your class has been recorded and transcribed throughout the term, whether you know it or not. And it is not just you, the instructor, who may have been recorded, but every student in your class who asked a question or participated in a

discussion may have been digitally recorded and transcribed.

Now, one might argue, given the widespread availability of smartphones and other technology, it would be foolhardy to assume you are not being recorded at any given time. However, our classrooms are meant to be safe spaces where students can express themselves freely without fear that anything they say might be recorded and potentially used against them in another context.

You would be well advised to include a statement in your course syllabi outlining your policy on recordings in your classes. It is unfortunate that the University has not provided template language for this, and there is absolutely no specific University policy to refer to.

Upon learning about Glean, QUFA immediately engaged with the University, and they have committed to developing a concrete policy on recordings in the classroom. Furthermore, as a result of QUFA's interventions, Queen's Student Accessibility Services (QSAS) has agreed that an instructor may opt out of the "Note-taking through Glean" accommodation and instead have a traditional note-taker assigned to meet the accommodation needs of the students. However, this arrangement must be done on a case-by-case basis and must be requested explicitly by the instructor.

***Jordan Morelli can be reached at [morelli@queensu.ca](mailto:morelli@queensu.ca).***

## GET INVOLVED!

### Nominations Are Open

The Nominations Committee is chaired by QUFA Vice President Laeeque Daneshmend. The committee consists of Elizabeth Hanson, Susan Lord, Brad Weinberg, Dan Cohen, and Leslie Jermyn as staff support.

The Executive positions up for election this year are:

- Treasurer
- Secretary
- Chair of the Grievance Committee
- Joint Chair of the Committee to Administer the Collective Agreement
- Equity Representative
- Continuing Adjunct Representative
- Member at Large (one of two positions)
- Library and Archives Representative (appointed by QULA)

In addition, the position of QUFA Vice President is currently open. It would normally be filled in odd years for a two-year term of office leading to the Presidency. Last year, Laeeque Daneshmend agreed to step in as interim VP, but he cannot continue past this year and will not be taking up the Presidency in 2023. We are seeking a candidate who is interested to serve as VP for a year and who would then continue on as President of the Association.

As the Spring General Meeting will be held virtually, the Policy for Executive Committee Elections in Virtual Meetings applies,<sup>1</sup> and statements of interest are due by Wednesday 13 April 2022 at 12.00 noon. They should be sent to VP Laeeque Daneshmend and Executive Director Leslie Jermyn.

If you are interested in standing for election or you know of people interested to serve, please get in touch with Laeeque Daneshmend ([laeeque.daneshmend@queensu.ca](mailto:laeeque.daneshmend@queensu.ca)) or Leslie Jermyn ([jermynl@queensu.ca](mailto:jermynl@queensu.ca)).

#### Note

<sup>1</sup><https://www.qufa.ca/wp-content/uploads/2022/03/2022-QUFA-Policies-Protocols-March.pdf>

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QUFA Voices publishes QUFA-related news and information for QUFA Members and provides QUFA Members with a forum to express their QUFA-related ideas and opinions. We want to hear from you! Please send your QUFA-related story ideas, news items, opinion pieces, letters to the editor, photographs, and other submissions to the editor.

QUFA Voices is edited by Robert G. May. He can be reached at [mayr@queensu.ca](mailto:mayr@queensu.ca).

## FOLLOW-UP

# Sick Leave and LTD FAQ

More QUFA Member questions and answers about sick leave and long-term disability

**By Peggy Smith**  
Grievance Officer, QUFA

*We ran a special issue of QUFA Voices in February explaining how incidental sick leave, short-term disability, and long-term disability work for QUFA Members. A couple of additional questions arose in conversations with Members, and we are pleased to answer them here.*

**Q** If LTD payments cease when you are eligible to collect a full pension at age 65, when do you stop paying the premiums?

**A** Your deductions for LTD stop six months before you are eligible for the pension (at age 64.5 years). That's because short-term disability coverage would ensure that you are fully paid during these six months until you reach age 65, when you can trigger your pension and retire from work. For clarity, people over age 65 who are still working do not have LTD coverage and could expect to go on unpaid leave at the end of a six-month sick leave if they couldn't

return to work. They should not see LTD deductions from their salary.

**Q** How much does LTD pay?

**A** The calculation is as follows:

- 68% of the first \$1,000, or \$680, plus
- 60% of the next \$833.33, or \$500, plus
- 50% of the rest, to a maximum of \$5,000 per month.

Most full-responsibility, full-time Member salaries would result in a maximum payment. This payment is tax free because you paid the premiums.

This amount is adjusted for cost of living the first January after you have received LTD benefits for 12 months. The adjustment will be based on the Consumer Price Index for the 12-month period ending 31 January and is capped at 3%.

It is important to note that this benefit does not insure your income beyond the capped amount (roughly \$113,000). If you need to insure income above this amount, you are advised to pursue independent income insurance.

**Peggy Smith can be reached at [smithpe@queensu.ca](mailto:smithpe@queensu.ca).**

## ANNOUNCEMENT 2022 Bargaining Team

QUFA Executive and Council are pleased to announce the members of the 2022 Bargaining Team:

- **Amy Kaufman**  
(Chief Negotiator)
- **Leslie Jermyn**  
(Chief Negotiator)
- **Gillian Akenson**  
(Library)
- **James Stotz**  
(Physics)
- **Ayca Tomac**  
(Global Development Studies)
- **Awet Weldemichael**  
(History)

**Micheline Waring** and **John Rose** will provide staff support to the team.

## QUFA EVENTS Virtual Town Hall for Adjunct QUFA Members

A virtual town hall for adjunct QUFA Members will take place:

**Monday 11 April 2022**  
**3.30 p.m. – 5.00 p.m.**  
**via Zoom**

Adjunct QUFA Members will have the opportunity to bring questions and concerns they would like to raise for the upcoming round of collective bargaining.

For more information regarding this event, please see

**<https://www.qufa.ca/event/virtual-adjunct-town-hall/>**

Please RSVP to Elizabeth Polnický ([ep43@queensu.ca](mailto:ep43@queensu.ca)) for Zoom link.



**SPECIAL ISSUE: Sick Leave and Long-Term Disability Rights**  
GRIEVANCE OFFICER'S VOICE: Sick Leave and LTD Rights, by Peggy Smith ... 1-5

<b>GRIEVANCE OFFICER'S VOICE</b> <b>Sick Leave and LTD Rights</b> A FAQ for QUFA Members on Sick Leave and Long-Term Disability	<b>QUFA EVENTS</b> <b>Bargaining Town Halls</b> QUFA Members are cordially invited to these virtual town-hall meetings on Zoom to discuss the upcoming round of bargaining for a new collective agreement (CA):
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Last month's QUFA Voices was a special issue devoted to sick leave and long-term disability questions and answers. If you missed it, you can download it from QUFA's Web site: <https://www.qufa.ca/publications/qufa-voices/february-2022/>

