



July 29, 2019

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### **Anomalies fund – make your appointment today!**

The anomalies fund is now taking applications! Members of UMFA as of **March 31, 2019** are eligible to apply. Salary adjustments will normally be made retroactive to April 1, 2019.

A salary anomaly is a salary that is at variance with normal salary ranges of department, faculty/school, or library colleagues having comparable experience, rank, and qualifications. Anomaly adjustments are not intended to deal with merit, general market conditions in a discipline, retention issues, altering past decisions about denial of satisfactory performance increments, or slower progress in promotion than a peer.

**Salary data on UMFA Members, including rank, years in rank, department, and other relevant criteria can be reviewed in the UMFA office between the dates of August 12 and September 13, 2019. Please call UMFA at 204-474-8562 to make an appointment.**

For more information, including an FAQ, visit the UMFA website: <http://www.umfa.ca/news/128-anomalies-fund-make-your-appointment-today>.

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### **Campaign: Affordable child care for all**

CAUT is encouraging everyone to support Child Care Now — a coalition that is seeking local and provincial association endorsements for its “Affordable Child Care for All Plan”.

The Affordable Child Care for All Plan calls upon all the federal political parties to build a robust child care system over the next ten years. It is the culmination of extensive consultations, investigation, and evidence-based policy discussions over the past year. It is shaped by Canadian and international research on the best way to make high quality early learning and child care accessible, and inclusive to children of all abilities and family circumstance.

To learn about the campaign and to send an email to all federal party leaders urging them to support CCNow's Affordable Child Care Plan visit: <https://childcareforall.ca/>.

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## **New polling shows Canadians believe in post-secondary education, and so should our federal political parties**

CAUT recently conducted a nation-wide poll on post-secondary education and found that Canadians believe post-secondary education (PSE) has a positive impact on themselves and the country as a whole, is more relevant today in our rapidly changing world, and makes us stronger in the face of new challenges. The survey also highlighted a number of concerns Canadians have about PSE. To read more, [click here](#).

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## **A workplace free of discrimination, harassment, and sexual assault**

You are entitled to a safe and healthy workplace, one that is free of discrimination, harassment, and violence. If you experience workplace discrimination, harassment, sexual assault or other violence, the administration must act to address it. Suffering harassment, discrimination, or assault can be demeaning, embarrassing, and disempowering. The Association is here to offer you confidential advice, support, and advocacy based on how you want to respond to a problem and the available formal and informal tools. [Read more](#).

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## **Labour and education in the news**

Have you heard the latest? MGEU resorts to arbitration for 12,000 civil servants; City, transit union agree to mediation offered by Manitoba Labour Board member; and BC universities reach agreements with associations, unions. Find links to these stories and more news about labour and education by visiting the "[Labour and education in the news](#)" section of the UMFA website daily.

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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.***