

Department Representatives Meeting Bulletin - February 11, 2026

Dear Department Representatives,

Thank you all for attending the meeting on February 11th. Please see below a summary of the main discussion topics.

1. Introductions to TUCFA Board Members

2. Condolences for the Tumbler Ridge Community

3. Executive Officers, Board of Directors, Department Representatives

4. Joint Liaison Committee

- Three representatives from the Governors and three from the Association
- Established under Collective Agreement, Article 25
- Quarterly meetings to discuss "matters of mutual concern" and "to serve as a forum for the exchange of information"

5. Strategic Plan

- Approved by TUCFA's Board of Directors, February 10th, 2026
- Presentation of revised Mission, Vision, Values and Strategic Goals
- Five-year Action Plan to be evaluated by Board of Directors at spring retreat

6. Communications Update

- Revisions to the TUCFA website are ongoing
- News and Views content discussed; new sections of newsletter highlighted
- Opportunities for members to contribute to the new Member Profile and Member Views sections

7. TELUS Health / Accommodations

- A third-party provider for the University of Calgary, TELUS Health, has become involved in the collection and review of medical information for workplace accommodation requests, yet the Workplace Accommodation Policy and

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- Procedure remain formally unchanged. This has created confusion and, in some cases, process instability
- TELUS Health's role should be administrative only as follows: provides medical forms to academic staff member for completion by physician; reviews documentation and identifies objective functional limitations and restrictions; forwards that information to Staff Wellness (Ability Management
 - Staff Wellness then shares relevant restriction information with the HR Partner, and accommodation discussions occur between the academic staff member, the HR Partner, and the Dean or Department Head (in departmentalized faculties
 - The Association has observed departures from this framework. Some members have received written communication from TELUS Health stating that an accommodation is "not medically supported," the decision is "final," and the file is "closed"
 - Regarding accommodations, TELUS Health file status and the University's legal duty to accommodate are different. TELUS Health cannot decide whether an accommodation is approved or denied. TELUS Health cannot determine whether the University has met its duty to accommodate
 - If you or colleagues have experienced difficulties related to workplace accommodations or TELUS Health, contact the Association early. TUCFA Employees are working diligently to address file queries and assist in stabilizing this process

8. Service Opportunities with TUCFA

- TUCFA standing and ad-hoc committees
- Faculty Tenure and Promotion Committee (FTPC)
- Faculty Assessment Committee (FAC)
- TUCFA representative on UofC committees
- Canadian Association of University Teachers (CAUT) committees
- Contact the Association for further details

*The Association thanks all Department Representatives
for the important role they play in our union.*