

AGENDA

General Meeting of the Membership of MUNFA

Thursday, October 28, 2021 @ 11:30 a.m.

Via ZOOM Video Conferencing

1. MUNFA Statement of Territorial Acknowledgement
2. Approval of Agenda
3. President's Report
4. Treasurer's Report
 - a. Financial Statement for 2021-2022
5. CAUT Defence Fund Report
6. Approval of General Meeting Minutes of April 29, 2021
7. Matters Arising from General Meeting of April 29, 2021
8. Collective Agreement Administration
 - a. Report of the St. John's Academic Freedom & Grievance Committee
 - b. Report of the Grenfell Campus Academic Freedom & Grievance Committee
9. MUNFA Committee Reports
10. **Open Discussion** - What improvements do you want to see in the workplace?
11. Other Business

DRAFT
MUNFA General Meeting
April 29, 2021 at 11:30 a.m.
Via ZOOM Video Conferencing

Dr. William Schipper (MUNFA President) chaired the General Meeting.

1. Statement of Territorial Acknowledgement

Dr. Schipper opened the meeting by making a Territorial Land Acknowledgement.

2. Meeting Restrictions and Conduct

Dr. Schipper thanked the attendees for joining in to the meeting and outlined the procedures to be followed for the Zoom video conference and reminded everyone that the meeting is restricted to MUNFA members, including MUNFA retirees and that while robust discussion and debate are welcome, the discussion must be conducted civilly as all MUNFA events are free of harassment and discrimination. Roberts Rules of Order will be adhered to for points of order and/or personal privilege. T. Perry (MUNFA Membership, Engagement & Communications Coordinator) outlined the procedures and technical issues to be followed for the Zoom video conference, noting that for security purposes, the screen sharing feature has been turned off.

3. Introductions

Dr. Schipper introduced himself to the membership noting that this is his final General Meeting as President and will remain in the role until August 31, 2021. Dr. Josh Lepawsky is the President Elect and will assume the President's role on September 1, 2021. Dale Humphries was introduced as the new MUNFA Labour Relations Coordinator, a new MUNFA Staff position.

4. Approval of Agenda

(G21:001) MOVED (S. Matthews/R. Whitaker) that the MUNFA General Meeting Agenda be accepted.

MOTION CARRIED

5. President's Report

Dr. Schipper opened the meeting by acknowledging the continuation of the unusual academic year for teaching and research due to COVID-19 and the challenges that members have been presented due to remote online teaching. MUNFA members continue to have to find innovative ways to do their research and deal with the professional challenges at MUN as a result of the COVID-19 pandemic. Dr. Schipper announced that during the recent CAUT Council meeting in April 2021, Dr. Robin Whitaker (Anthropology) was re-elected to the CAUT Executive Committee as a member-at-large and offered congratulations. During the Council meeting, there was also an approved motion to impose censure on the University of Toronto's administration and advised that MUNFA will be circulating more information on this topic.

MUNFA General Meeting
April 29, 2021

MUNFA has continued to raise concerns about a variety of issues with the University Administration. Some of these concerns are as follows:

Pandemic Response at Memorial: Dr. Schipper outlined several of the current and on-going issues that MUNFA is dealing with as it relates to issues of importance brought forth from MUNFA Members, as well as the negotiations with the Administration on accommodation issues in relation to the pandemic. These negotiations have often been a difficult process but it was noted there has been some levels of success during these negotiations. The proposed return to campus in the fall 2021 also raises serious concerns that have not yet been addressed clearly. MUNFA continues to ask questions of the Administration and Dr. Schipper stressed the importance that members reach out to communicate with MUNFA on the ways members have been and continue to be impacted by MUN's Pandemic response measures.

Asia Canada Brainbridge Institute (ACBI): Dr. Schipper noted that MUNFA has learned about the Public-Private-Partnership contract with ACBI, whereby an ASM would teach a course to Chinese students, who would then be able to transfer that as a credit to any Canadian university. MUNFA persuaded the Provost and the Registrar that Brainbridge could not make the claim that the credits earned through the Institute could be transferred to any institution in Canada, bypassing institution rules about transfer credits. COVID-19 appears to have delayed the start of the course.

Collegial Governance: MUNFA is also dealing with issues surrounding the erosion of collegial governance and the lack of consultation from the Administration with the various campus unions. MUNFA will be circulating our comments to all the University Senators on the draft of MUN's Strategic Plan which will be voted on by Senate on April 30, 2021. MUNFA is concerned in relation to the timeline given to comment and the fact that the Senators will be voting on a draft document noting that the Strategic Plan may affect what types of research will be encouraged, more online teaching and possible new income streams from Public-Private-Partnerships.

Indigenization and Decolonization of the University: MUNFA fully supports the Indigenization and decolonization of the University and while we did sign an MOU with the University governing the procedures that were to be followed, MUNFA is very concerned that the process appears to be extremely disorganized with regards to the files and deadlines and is putting unreasonable burdens on candidates and search committees. We continue to press the Administration on this matter.

In closing of the President's report, Dr. Schipper addressed the serious deficit in the Faculty of Humanities and Social Sciences in relation to the reduction in faculty complement and the deficit of the Faculty budget. Dr. Schipper reported on the Association Grievance filed by MUNFA in relation to the two elevators in the Arts Building that have been out of service for a very long time. We have now been advised by the University that a contract has been signed for work to begin on the elevators and that the work will be completed by October 2021.

Dr. Schipper thanked the MUNFA Executive Committee and everyone who contributes to the work of the Association as a committee volunteer or elected representative and encouraged other members to become involved in the very important work of the Association. Dr. Schipper introduced MUNFA Staff and thanked them individually for their work on behalf of the membership. It was noted that James Farrell has left his position as the MUNFA Legal Counsel and that MUNFA has retained the services of Christina Kennedy to act as outside MUNFA Legal Counsel.

6. **Treasurer's Report**

The Treasurer's report was given by the MUNFA Treasurer, Ms. Erin Alcock (QE II Library).

- A) The Interim Financial Statement for 2020-2120 and the Proposed Budget for 2021-2022 was distributed to the membership (IB 2020/21:28). Ms. Alcock reviewed the statement and proposed budget with the membership. Similar to last year, we will not be transferring any money to the Strike Fund. Therefore, there will be no change in membership fees in the upcoming year. It was also noted that there is a MUNFA Scholarship donation form included at the end of the information bulletin. Ms. Alcock encouraged the MUNFA membership to contribute to the fund. Ms. Alcock thanked Kim O'Reilly (MUNFA Administrative Officer) for her assistance with the Treasurer's financial duties.

- (G21:002) MOVED (E. Alcock/T. Sheel) that the membership fees for 2021-2022 be maintained at the levels of 2020-2021, as follows:

MUNFA members in the bargaining unit shall pay membership fees by payroll deduction at a rate of 9.5 mils (0.95%) of annual salary before any voluntary salary reductions for the purposes of using part of salary as a research grant.

MUNFA members who are excluded from the bargaining unit because of their status as clinical faculty or as administrators, shall pay membership fees at the mil rate based on the median salary for their rank among all other members of the bargaining unit, minus CAUT Defence Fund dues.

MUNFA members who are excluded from the bargaining unit because of their status as part-time or sessional instructors, shall pay membership fees at the mill rate of 9.5 mils (0.95%), minus CAUT Defence Fund dues.

MOTION CARRIED

7. **CAUT Defence Fund**

- A) Dr. Brenda LeFrancois and Dr. Ash Hossain are the MUNFA CAUT Defence Fund Trustees. Dr. LeFrancois provided an oral report to the membership, noting that the Defence Fund is in a healthy financial position and also gave a brief overview of the history of the CAUT Defence Fund and an update on the finances of the Fund. The Defence Fund had been set to meet to discuss the Laurentian University request for strike support but the meeting was cancelled due to the filing of insolvency by Laurentian University. Dr. LeFrancois noted that the CAUT Defence Fund Policy and Planning Committee is a Standing Committee which examines the by-laws of the Defence Fund. At the Defence Fund AGM in October 2019, the Policy and Planning Committee were asked to review the structure of the Defence Fund. At some point in the future, faculty associations will receive a request to provide feedback or comments on restructuring the Defence Fund. Dr. LeFrancois sits on the CAUT Defence Fund Policy and Planning Committee.

8. **Approval of General Meeting Minutes of October 27, 2020**

- (G21:002) MOVED (S. Matthews/B. LeFrancois) that the General Meeting minutes of October 27, 2020 be accepted as amended.

MOTION CARRIED

9. Matters Arising from General Meeting Minutes of October 27, 2020

There were no matters arising.

10. Collective Agreement Administration

- A) Report of the St. John's Academic Freedom & Grievance (AF&G) Committee: Dr. Jon Church (Chair) gave an oral report on the activities of the AF&G Committee, noting that he has assumed the role of Chair as Dr Erika Merschrod has had to step away from the Committee. Dr. Church noted that the AF&G Committee remains as one of the most active MUNFA Committees. Dr. Church provided AF&G statistics on Individual and Association grievances and queries received during the previous six months and also gave a brief synopsis of some of the cases that the Committee are currently dealing with in relation to COVID-19 and the problems that ASMs continue to experience with remote teaching, workload issues, impacts on promotion and tenure, sabbaticals and how research is being affected. Dr. Church also noted that the Committee are fielding several issues in relation to Clause 23.13, the right of 1st refusal and that both Parties are finding footing on the new language. Dr. Church introduced the members of the AFG Committee and thanked the MUNFA Staff Amy Wadden (Labour Relations Officer) and Dale Humphries (Labour Relations Coordinator) for their work and support of the Committee.
- B) Report of the Grenfell Campus AF&G Committee: Dr. Sandra Wright (Grenfell AF&G) gave an oral report from the Grenfell Committee and introduced the members of the Grenfell AF&G Committee. Dr. Wright also thanked MUNFA Staff Amy Wadden (Labour Relations Officer) and Dale Humphries (Labour Relations Coordinator) for their work and support of the Grenfell AF&G Committee. Dr. Wright provided an update on issues that have arisen at Grenfell since October 2020 noting that there is currently 1 grievance filed in relation to Clause 23.13 the right of 1st refusal. The Committee also continues to deal with COVID-19 issues. Dr. Wright noted that as a result of a grievance, that Grenfell now has a CITL person in place which is positive news. The Asia Canada Brainbridge Institute (ACBI) partnership, which Dr. Schipper referred to in the President's report, is currently on hold. Dr. Wright noted that there has been movement on the Grenfell Childcare space with space confirmed for daycare. There are plans to have the Grenfell Sexual Harassment Committee back in place. Dr. Wright also noted that there are concerns with relation to the Interim Vice-President 2 year position and a letter has been sent to the Administration for clarification.

11. MUNFA Committee Reports

- A) MUNFA Economic Benefits Committee: Dr. Rebecca Law provided an oral report to the membership noting the recent changes to the rates to the MUN Benefits Plan effective April 1, 2021. Details of the rate changes have been sent to the University community via MUN Newslane.
- B) MUNFA Pension Committee: Dr. Snelgrove (Chair) gave an oral report providing the membership with an update on MUNFA's concerns in relation to the funding status with MUN's continuing failure to meet its legislatively mandated special payments into the plan. Dr Snelgrove also reported on work of the University-Wide pension Committee in terms of monitoring investments, the performance of the various fund managers and the plan in general. The members of the MUNFA Pension Committee were acknowledged and thanked for their participation and work on the Committee. Dr. Snelgrove answered questions from the floor.

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- C) Campaign/Advocacy Report: Dr. Robin Whitaker (Anthropology) gave an overview of the campaigns and advocacy work of the Association. Dr. Whitaker spoke about the long term effects of the underfunded university in relation to the insolvency of Laurentian University, the work that is being undertaken in collaboration with CAUT with regards to education for all campaign and bargaining for the common good to benefit all members and the wider community.
- D) Decarbonization Working Group: Dr. Josh Lepawsky (Geography) provided an oral report to the membership on the activities of the working group including: greenhouse gas audit, and the importance of including new language on decarbonization for the next round of collective bargaining. Dr. Lepawsky invited MUNFA members to join the working group to set priorities and to advance the work of achieving the decarbonization of MUN, including through MUNFA's participation in the MUN Climate Action Coalition. Whitaker and Lepawsky responded to questions from the floor.
- E) NAVITAS: Dr. Lepawsky reported that the University approached MUNFA to discuss a proposal from NAVITAS, a for-profit company started in Australia, claiming to offer a Private Pre-University and Pathway Program for International Students. Dr. Lepawsky provided background on NAVITAS and noted that during the meeting with the University, the Provost insisted that if MUNFA opposes the proposal, the deal will not happen. MUNFA has circulated information to the membership on NAVITAS and has requested your feedback on this issue. Whitaker and Lepawsky responded to questions from the floor.

12. Other Business

- A) Collective Bargaining Discussion: Dr. Jon Church (Medicine) provided the membership with an update on the role and work of the Proposals Committee and welcomed members' feedback on any issues that they would like to have addressed during Collective Bargaining.
13. Questions and Answers: There was a discussion on overall issues discussed during the General meeting with questions from the floor and answers provided.

14. Adjournment

(E21:003) MOVED (B. LeFrancois/S. Mantyka) that the General Meeting adjourn.

MOTION CARRIED

Meeting Adjourned at 12:30 p.m.



SCHOLARSHIP TRUST FUND



*Please complete this form and return to the
MUNFA Scholarship Committee, c/o MUNFA Office Room ER4047.*

NAME: _____
(Please Print)

ADDRESS: _____

I hereby authorize a ☐ **Contribution** ☐ **Change to my Bi-weekly Contribution** to the MUNFA Scholarship Trust Fund to the amount of:

AMOUNT: \$_____

Method of Payment (**check one**):

☐ **Cheque made payable to MUNFA Scholarship Trust Fund**

☐ **Payroll Deduction Per Pay Period**

Date: _____ Signature: _____

PLEASE SUPPORT THE MUNFA SCHOLARSHIP FUND

One small donation can impact the life of a student by providing essential financial assistance that can offset the cost of pursuing a post-secondary education. If you are able to contribute to the Scholarship Fund through either a single contribution or payroll deduction, please contact MUNFA (munfa@mun.ca)