

NOTICE OF MUNFA GENERAL MEETING

TO: All MUNFA Members
FROM: The MUNFA Executive Committee
DATE: April 19, 2023
SUBJECT: **MUNFA GENERAL MEETING
TUESDAY, APRIL 25, 2023**

We invite MUNFA members to attend your upcoming General Meeting.

The General Meeting of MUNFA will be held on:

TUESDAY, APRIL 25, 2023

AT 1:00 P.M.

VIA ZOOM VIDEO CONFERENCING

An Agenda and documents for the meeting can be found here.

Please click here to access the registration page for the Zoom meeting. You will be asked to provide your MUN employee number for verification purposes; this information will be kept confidential. You can find your employee number by checking your pay stub on the MUN HR portal, where it will be listed as your “BANNER ID.”

If you are unfamiliar with the Zoom platform, there are video tutorials available online.



AGENDA

General Meeting of the Membership of MUNFA

Tuesday, April 25, 2023 @ 1:00 p.m.

Via ZOOM Video Conferencing

1. MUNFA Statement of Territorial Acknowledgement
2. Approval of Agenda
3. President's Report
4. Treasurer's Report
 - a. Interim Financial Statement for 2022-2023 (and)
Proposed Budget for 2023-2024
5. CAUT Defence Fund Report
6. Approval of General Meeting Minutes of October 25, 2022
7. Matters Arising from General Meeting of October 25, 2022
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
 - a. MUNFA Pension Update
10. Other Business

DRAFT
MUNFA General Meeting
October 25, 2022 at 11:30 a.m.
Via ZOOM Video Conferencing

Dr. Ashrafee Hossain (MUNFA President) chaired the General Meeting.

1. Statement of Territorial Acknowledgement

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

2. Meeting Restrictions and Conduct

Dr. Hossain thanked the attendees for joining the meeting and outlined the procedures to be followed for the Zoom video conference, reminding 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 Organizing Membership, Engagement & Communications Coordinator) outlined the procedures and technical issues and polling features to be followed for the Zoom video conference, noting that for security purposes, the screen sharing feature has been turned off.

3. Introductions

Dr. Hossain introduced himself to the membership noting that this is his first General Meeting as President. Dr. Hossain noted that CAUT President, Dr. Peter McInnis, has joined the meeting to provide an update from CAUT.

4. Approval of Agenda

(G22:005) MOVED (J. Lepawsky/M. Swab) that the MUNFA General Meeting Agenda be accepted.

MOTION CARRIED

5. Remarks from the CAUT President, Dr. Peter McInnis

Dr. McInnis began by discussing the patterns that CAUT is seeing with regards to bargaining/conciliations that are happening across Canada and how it appears that the university administrations are attempting to drag out and stall negotiations with Faculty Associations as long as possible. There have been an unprecedented number of faculty strikes across Canada in the last year. Dr. McInnis noted that conciliation talks may or may not resolve issues and gave a brief update on the outcomes of several association strikes that have taken place. He listed 3 important issues to take into consideration during bargaining: 1) Communications - the importance of fast, accurate communication of the issues. CAUT has experts in communications and are always willing to assist faculty associations with their communication needs; 2) Collegial Governance – CAUT has an ad hoc committee on governance chaired by MUNFA member Dr. Robin Whitaker to look at the best practices in order to get a voice on the Board of Regents. Memorial University

is the only University in Canada without faculty representation on the Board of Governors. Universities need collegial governance in order for ASMs to fully participate in the decisions and policy making at the University; 3) Academic Freedom - CAUT has released policy statements on academic freedom. Dr. McInnis spoke about CAUT's concerns regarding a pattern from the United States of attacking library resources/books and critical thinking. He noted that university administration like to speak for campuses as the only voice on issues and encouraged members remain a part of the dialogue.

Dr. McInnis concluded by advising that CAUT Defence Fund recently had an actuarial test and the defence fund is solid and has not been affected by the recent faculty association strikes. He noted that there are a lot of contracts coming up for re-negotiation. Dr. McInnis assured the membership that CAUT will provide any and all the support needed if conciliation talks do not resolve issues.

6. President's Report

Dr. Hossain opened the meeting by announcing that Dr. Sevtap Savas (Medicine) is a recipient of the CAUT Dedicated Service award for exceptional service and dedication to the Association. Dr. Savas thanked MUNFA for the nomination. Dr. Hossain also introduced Dr. Daniela Silvesan (Mathematics & Statistics) as the new Term Appointed Member-at-Large on the 2022-23 MUNFA Executive Committee.

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

Collective Bargaining: Dr. Hossain outlined the number of strikes that colleagues across Canada are facing and how they are fighting back against threats to the core research and teaching mandates of public universities. MUNFA's Co-Chief Negotiators, Dr. J. Church and Dr. N. Power will provide a more detailed report later in the meeting. Dr. Hossain noted the importance MUNFA members being united and showing solidarity in order to reach a fair deal with the Administration.

COVID-19: Dr. Hossain acknowledged that MUNFA has heard from some ASMs regarding concerns now that MUN has lifted the mask mandate and that MUNFA shares these concerns. MUNFA continues to be in contact with the administration protesting the decision, but have been advised that the University is following provincial guidelines. Dr. Hossain stressed the importance of sharing any concerns regarding unsafe working conditions with MUNFA.

Governance: Dr. Hossain noted governance remains a major issue for MUNFA and for the operation of the University. MUN is the only University in Canada where faculty have no representation on the Board of Regents which is also very concerning as shared governance is crucial for a public university and its democratic mission. MUNFA has serious concerns regarding the numerous vacancies in the senior leadership of the university. MUN have been asked about timelines for filling those positions with permanent personnel but no concrete answer has been received from the administration.

In closing of the President's report, Dr. Hossain thanked the MUNFA Executive Committee and committee volunteers who contribute to the work of the Association and encouraged other members to become involved in the very important work of the MUNFA. Dr. Hossain also introduced MUNFA Staff and thanked them individually for their work on behalf of the membership.

7. Treasurer's Report

A copy of the MUNFA Financial Statement for 2020-2021 were distributed to the membership via IB2022/23:09.

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

- A) The Interim Financial Statement for 2021-2022 was distributed to the membership (IB IB2022/23:09). Ms. Alcock reviewed the statement with the membership noting that this is an interim financial report as of June 30, 2022. MUNFA remains in good financial standing, 2021-2022 saw an unprecedented number of Canadian faculty associations on strike and we sent strike support to each of these unions weekly while they walked the picket line. We were also able to give to local labour organizations in 2021-2022. MUNFA's investment accounts are doing well. Ms. Alcock also referenced the MUNFA Scholarship donation form included at the end of the information bulletin and 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.

8. CAUT Defence Fund

- A) Dr. Brenda LeFrancois and Dr. Ash Hossain are the MUNFA CAUT Defence Fund Directors. Dr. Hossain provided an oral report, outlining the purposes of the Defence Fund, an update on the finances of the Fund and a brief overview of the history of the CAUT Defence Fund. Dr. Hossain also provided an update on the October Defence Fund meeting noting that a continuation of that meeting will be held in early November 2022 to discuss daily strike benefits. It was noted that the Policy and Planning Committee of the Defence Fund have been working to find suitable ways to restructure the Board of Directors. The Defence Fund will be contacting all Faculty Associations to discuss the proposed restructuring changes.

9. Approval of General Meeting Minutes of April 28, 2022

- (G22:006) MOVED (E. Alcock/J. Church) that the General Meeting minutes of April 28, 2022 be accepted as amended.

MOTION CARRIED

10. Matters Arising from General Meeting Minutes of April 28, 2022

There were no matters arising.

11. Collective Agreement Administration

- A) Report of the St. John's Academic Freedom & Grievance (AF&G) Committee: Dr. Jon Church (Chair) introduced and thanked the volunteers of the St. John's AF&G Committee and also

thanked the MUNFA Staff Travis Perry (Labour Relations Officer [*Interim*]) and Dale Humphries (Labour Relations Coordinator) who provide support to the AF&G Committees noting the Committee handles a very large workload. Dr. Church gave an oral report on the activities of the AF&G Committee and provided the AF&G statistics on Individual and Association grievances that have been filed and the queries received from the membership during the previous six months. There were eight (8) new Individual grievances, which require an individual remedy, eighteen (18) new Association Grievances filed by the Executive aimed at policy matters and over 44 queries whereby MUNFA seeks an informal resolution. Eight (8) individual grievances and eight (8) association grievances have been referred to arbitration, two individual grievance (2) arbitrations and 1 association grievance arbitration are scheduled for January 2023. Dr. Church discussed the frustration in dealing with the administration noting that MUNFA has outstanding grievances on file since 2017 and 32 grievances in total awaiting arbitration dates. Dr. Church thanked Dr. E. Warkentin and D. Duda who have served their terms on the AF&G Committee and also welcomed new members Dr. C. Thorne and Dr. L. Pena-Castillo. New recruits are always welcome on the AF&G Committee.

- B) Report of the Grenfell Campus AF&G Committee: Dr. Sandra Wright (Grenfell AF&G) gave an oral report from the Grenfell AF&G Committee as Prof. N. Pender (Chair) was unavailable. Dr Wright introduced the members of the Grenfell AF&G Committee, noting that new volunteers are welcomed on the Committee. The Committee currently meet bi-weekly. Dr. Wright also thanked MUNFA Staff Travis Perry (Labour Relations Officer [*Interim*]) and Dale Humphries (Labour Relations Coordinator) for their work and support of the Grenfell AF&G Committee. Members are encouraged to seek assistance from the Grenfell AF&G Committee should they need assistance on any issues. Dr. Wright also thanked the MUNFA Executive Committee for their support.

Dr. Wright provided an update noting that there are currently no Individual Grievances but there are Association Grievances that have started at Grenfell. Dr. Wright noted that the Grenfell AF&G Triennial Review Committee is now in place and thanked the volunteers on that committee. Dr. Wright outlined the process for the triennial review. The Research Impacting Indigenous Groups is still a matter in progress. Grenfell AF&G have sent written comments to assist with the consultation and review process. Dr. Wright encouraged ASMs to reach out for any assistance on the promotion and tenure process. Grenfell daycare has now been confirmed at the Regional Aquatic Centre and is under construction.

12. MUNFA Committee Reports

- A) MUNFA Pension Committee: A written report was circulated to the membership providing an update on the Plan as well as MUNFA's concerns in relation to the funding status with MUN's continuing failure to meet its legislatively mandated special payments into the plan. MUNFA is awaiting the next steps regarding the Joint sponsorship proposal and has indicated willingness to further engage in discussions however substantive conversations have not yet occurred.

13. Collective Bargaining: Dr. Jon Church and Dr. Nicole Power are the Co-Chair of the MUNFA Negotiating Committee. Dr. Church presented an oral report to the membership. Dr. Power introduced and thanked the MUNFA Negotiating Committee and the MUNFA Staff. Dr. Church provided an update on the conciliation talks to date and also reminded the membership of MUNFA's priorities at the bargaining table and the frustration felt by the Committee due to

lack of response from the employer. Dr. Church outlined several of MUNFA's proposals where some progress has been made as well as the proposals that the Administration have rejected or a response has not been received. Dr. Church also spoke to the membership of the possibility of job action becoming necessary and the importance of solidarity of the membership. Dr. Power and Dr. Church answered questions from the floor.

14. Other Business

There was no other business.

15. Adjournment

(E22:007) MOVED (J. Lepawsky/R. Whitaker) that the General Meeting adjourn.

MOTION CARRIED

Meeting Adjourned at 1:30 p.m.

Dr. Ashrafee Hossain
President, MUNFA

Date



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: ☐

Payroll Deduction Per Pay Period: ☐

(Make payable to: MUNFA Scholarship Trust Fund)

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)

