

MUNFA General Meeting
7:30 p.m., HSC Auditorium
April 14, 2011 @ 7:30 p.m.

Dr. Ross Klein (MUNFA President) chaired the General Meeting. Grenfell College participated by teleconference.

1. Approval of Agenda

(G11:001) MOVED (R. Kelly/G. Curtis) that the agenda be accepted. Motion Carried

2. President's Report

Dr. Klein's report was distributed at the meeting. A summary of Dr. Klein's report follows:

Sexual Harassment Policy and Procedures: The Sexual Harassment Policy and Procedures have been approved. MUNFA participated on the Committee revising the policy and intervened when the Procedures were changed in ways that were unacceptable to the interests of Academic Staff Members (ASMs). The Procedures now in place were reviewed and approved by MUNFA.

Appropriate Use of Computing Resources: Memorial has a policy on the appropriate use of computing resources. MUNFA submitted a detailed critique of the policy in response to Memorial's announcement for consultation. MUNFA argues that the university does not have custody or control of the work that ASMs do as scholars and academics. MUNFA also believes that all costs associated with complying with the policy (e.g. requirements for encryption and prescribed anti-virus software) should be borne by the employer.

Google e-mail: MUNFA learned of the university's plans to shift its email service off campus to Google. MUNFA objected to the move of ASM's email addresses and were given a commitment to discuss the matter before any such move is planned. MUNFA will continue to monitor this matter.

Dial-up modems: Computing & Communications plans to dismantle the dial-up modems on the St. John's campus. MUNFA suggested that the administration put out a call on Newline to determine the number of individuals who will be inconvenienced by the shutdown of dial-up and that this group could be accommodated on the modem pool in the Faculty of Medicine.

Collegial Consultation: MUNFA has had several inquiries and a couple of Association grievances about the requirement for collegial consultation (Article 7). MUNFA members were reminded to ensure that collegial consultation occurs when a search is decided upon.

Conflict of Interest: MUNFA has had several inquiries from members around conflict of interest; the administration has also raised the issue. The administration would like "black and white" policies

around who can and cannot serve on recruitment committees and P&T committees. MUNFA has resisted a policy around what constitutes conflict of interest, however has agreed to discuss a set of guidelines or procedures on which MUN and MUNFA can agree.

Scholarship Fund: The MUNFA Scholarship Committee will hold a campaign to have members contribute to the MUNFA Scholarship Fund. Through the Scholarship Fund, MUNFA provides \$2,500 scholarships to undergraduate students.

Joint Association University Relations Committee (JAURC): The Joint Committee meets every second month. Some of the issues discussed:

- DELT contracts;
- University disclosure of financial arrangements for chairs, etc.;
- Standardizing of information sent to referees for P&T;
- Electronic Data Security Policy;
- Dial-up modems, Google e-mail, Appropriate Computer Use Policy;
- Policy on laptop computers at Grenfell Campus;
- Amalgamation of Nursing programs.

The MUNFA Executive: Dr. Klein noted that Dr. Cathryn Button (Psychology) was retiring from the MUNFA Executive and thanked her for her years of service. Dr. Richard Rivkin (Ocean Sciences Centre) is returning to the Executive as a Member-at-Large.

Dr. Klein noted that in the Fall 2012 MUNFA will begin the process of forming a Proposals Committee in preparation for collective bargaining. Dr. Klein asked that MUNFA members think about issues or concerns that need to be addressed through the collective bargaining process.

3. Treasurer's Report

- a) Interim Financial Statement for 2010-2011 (and)
Proposed Budget for 2011-2012: The membership received the financial documents.

(G11:002) MOVED (C. Dennis/A. Lonardo) that
Effective July 1, 2011, the mill rate for MUNFA bargaining unit members will be 8.5 mills (0.85%).

Effective July 1, 2011, 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. You will be provided with these amounts in a separate letter.

Effective July 1, 2011, MUNFA members who are Laboratory Instructors shall pay a

membership fee of \$115.00 per year.

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 8.5 mils (0.85%), minus CAUT Defence Fund dues.

Motion Carried

4. Approval of Minutes of General Meeting of October 25, 2010

(G11:003) MOVED (W. Schipper/C. Dennis) that the minutes be approved.

Motion Carried

6. Collective Agreement Administration

- a) Report of St. John's AF&G Committee: Dr. D. Milne (Chair) gave a verbal report for the period of October 26, 2010 through March 25, 2011. The AF&G dealt with 23 active Individual grievances; 14 were carried forward from the previous reporting period and 9 new Individual grievances were filed. AF&G also responds to queries about situations which may or may not involve violations of the Collective Agreement. During the reporting period, AF&G handled 40 queries. Issues included appointment procedures, conflict of interest, promotion denial, office and laboratory space, maternity and parental leave and accommodation.
- b) Report of Grenfell College AF&G Committee: Dr. G. Curtis (Chair) was present in St. John's for the General Meeting and gave a verbal report. The Grenfell AF&G have only one Individual grievance this semester and the number of grievances has reduced over the last couple of years. The Grenfell AF&G has also considered issues of search procedures and recommendations (both positive and negative) from a Search Committee. There were also concerns at Grenfell relating to bullying and a workshop on bullying will be held at Grenfell later in April.
- c) Report of Sexual Harassment Board: MUNFA's members on the Sexual Harassment Board on Professor Robert Kelly (Education) and Dr. Brenda LeFrancois (Social Work). A report by the MUNFA representatives was distributed to the membership. As reported previously by Dr. Klein, the new Sexual Harassment Policy was approved by the Board of Regents on December 9, 2010.
- d) Report of MUNFA Benefits Committee: The report of the MUNFA Benefits Committee was distributed.

7. Any Other Business

There was no other business.

8. Adjournment

G11:004) MOVED (C. Dennis/J. Church) that the meeting adjourn.

Motion Carried

Meeting Adjourned: 8:30 p.m.



Dr. Ross Klein
MUNFA



Date