GENERAL MEETING

TO: All MUNFA Members
FROM: The MUNFA Executive Committee
DATE: April 8, 2019
SUBJECT: MUNFA GENERAL MEETING
TUESDAY, APRIL 16, 2019

A General Meeting of MUNFA will be held on:

TUESDAY, APRIL 16, 2019

AT 11:30 a.m.

IN

BRUNEAU CENTRE ROOM IIC-2001 (ST. JOHN’S CAMPUS)

ROOM AS-275 (GRENFELL CAMPUS)

MUNFA members at Grenfell Campus will be participating in the meeting through video conference.

An agenda and documents for the meeting are attached.

A RECEPTION WITH COFFEE/TEA AND LIGHT REFRESHMENTS
WILL FOLLOW THE MEETING
AGENDA

of a General Meeting of the Membership of MUNFA
Tuesday, April 16, 2019 @ 11:30 a.m.
Room IIC-2001, Bruneau Centre of Research & Innovation
Grenfell Campus will participate by teleconference (AS-275).

1. MUNFA Statement of Territorial Acknowledgement

2. Approval of Agenda

3. President's Report

4. Treasurer's Report
   a. Interim Financial Statement for 2017-2018 (and)
      Proposed Budget for 2019-2020

5. CAUT Defence Fund Report

6. MUNFA Constitution
   a. Motion to amend the MUNFA Constitution Article IV (Membership and Fees)

7. Approval of General Meeting Minutes of October 24, 2018

8. Matters Arising from General Meeting of October 24, 2018

9. Collective Agreement Administration
   a. Report of the St. John's Academic Freedom & Grievance Committee
   b. Report of the Grenfell Campus Academic Freedom & Grievance Committee

10. MUNFA Committee Reports
    a. MUNFA Benefits Committee
    b. MUNFA Pension Committee
    c. Other Committees

11. Other Business
CAUT DEFENSE FUND
REPORT TO THE MUNFA GENERAL MEMBERSHIP MEETING
APRIL 2019

The Defence Fund conducts most of its business. There were a number of such meetings to approve strike support and conduct other business:

December 5, 2018 Conference Call meeting
- Approve membership for the Syndicat General des Professeurs et Professeures de l'Universite de Montreal (SGPUM) - Approved
- New trustee appointed from l’Association des professeurs et des professionnels de l’Université de Saint-Boniface (APPUSB) - Approved
- Request for strike benefits for the University of Regina Faculty Association (URFA) - Approved
- Request for strike benefits for Saint Mary’s University Faculty Association (StMUFA) - Approved

February 7, 2019 Conference Call meeting
- UOITFA (University of Ontario Institute of Technology Faculty Association) request for strike benefits: strike called for March 1, 2019; settled
- FUNSCAD (Faculty Union of the Nova Scotia College of Arts and Design) request for strike benefits: strike called for March 1, 2019: lasted for 10 days. Settled with an agreement to go to arbitration, since the two parties were unable to come to an agreement.

MUNFA’s CAUT Defence Fund Trustees:

- Bill Schipper (English)
- Brenda LeFrancois (Social Work)
NOTICE OF MOTION (from the MUNFA Executive Committee)

General Meeting of April 16, 2019

AGENDA ITEM 5(A)

TO BE MOVED that the MUNFA Constitution Article IV 4. (Membership and Fees), be accepted as amended.

Article IV  MEMBERSHIP AND FEES

4. Individuals who are members of MUNFA at the time they retire and former MUNFA members who retire from Administrative positions at Memorial University shall be eligible for Retired Membership in MUNFA upon payment of a nominal annual membership fee, as set by Executive. Retired members enjoy all the rights of other non-bargaining unit members, including voting at General Meetings and holding office shall not seek election to the Executive Committee, but shall otherwise hold all the rights of non-bargaining unit members, including the right to serve on MUNFA committees and vote at General Meetings, subject to Article XIII-1.
Dr. Robin Whitaker (MUNFA President) chaired the General Meeting. Grenfell College participated by video conference from room AS-275.

1. **Statement of Territorial Acknowledgement**

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

2. **Meeting Restrictions and Conduct**

Dr. Whitaker thanked the attendees for coming out to the meeting 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.

3. **Approval of Agenda**

(G18:005) MOVED (J. Church/ Dennis) that the MUNFA General Meeting Agenda be accepted.

MOTION CARRIED

4. **President's Report**

Dr. Whitaker introduced the MUNFA Executive Committee and the MUNFA Staff and advised that a wine and cheese reception will be held in the lobby following the meeting.

Dr. Whitaker outlined the main issues currently on-going with the Administration as follows:

**The MUN Pension Plan Negotiations:** The Provincial Governments has ordered Memorial to restructure its pension plan and has announced its intention to replace the government guarantee with a Joint Sponsorship arrangement. Dr. Whitaker provided an update since the April 2018 meeting noting that constructive progress has been made with the University on one side and MUNFA, NAPE, CUPE (the Unions) on the other side. This has resulted in a non-binding Reform Agreement, outlining the guiding principles for Joint Sponsorship, which has been forwarded to Government in mid-August 2018. Government has acknowledged receipt but has not yet set a meeting date. MUNFA will continue to keep the membership updated on this important issue. Dr. Whitaker thanked the MUNFA representatives on the Joint Sponsorship Committee and the MUNFA Executive Officer, Alison Coffin.

**Review of the Benefits Plan:** Whitaker reported that MUNFA commissioned an independent assessment of the benefits package by Luedey Consulting and the results were discussed with the membership. Whitaker noted that the MUNFA Executive and Economic Benefits Committees will continue to monitor, refine and improve the benefits package.
MUNFA Grievances and Arbitrations: Dr. Whitaker thanked the Chairs of the Academic Freedom & Grievance Committees, Dr. S. Butt and Dr. Kurt Korneski (Co-Chairs, St. John’s Committee) and Dr. R. Scott (Grenfell Campus). Amy Wadden (MUNFA Grievance & Policy Officer) and James Farrell (MUNFA Legal Counsel) were also acknowledged and thanked for their support on grievances and arbitrations. Ms. Wadden is also now working more closely with the Grenfell Campus AF&G Committee.

Dr. Whitaker gave an overview of the Association Grievances that MUNFA has filed. There have been 8 Association Grievances filed against the Administration since April 2018. MUNFA has had one arbitration on the mishandling of a Search or a joint appointment in Humanities and Social Sciences and Engineering and Applied Sciences. Dr. Whitaker gave an overview of the grievance noting that the arbitrator’s report has not yet been received. There are 6 arbitration hearings scheduled over the next eight months one of which will hear the arguments on the University’s failure to meet its commitment to provide childcare at Grenfell Campus, which was made during the last round of Collective Bargaining.

Dr. Whitaker extended thanks to Mr. Chris Dennis, Dr. Greg Harris, Ms. Sherrie Myers and Dr. Gary Paterno who recently completed the major review (2013-2017) of the St. John’s AF&G committee. This review involved significant work and documents important improvements to the AF&G Committee’s effectiveness. The report has been circulated to the membership.

Joint Association University Relations Committee (JAURC): Dr. Whitaker gave an update on the issues that are being addressed at JAURC meetings with the Administration. These issues include: pedestrian safety on campus, the MUN non-smoking policy, the Voluntary Retirement Program, problems with the new processes being put in place at the Blundon Centre, Occupational Health & Safety issues and lack of administrative support for academic units. Some issues cannot be resolved at JAURC and may have to proceed to an Association Grievance for a resolution. The discussion on the Review of Post-Secondary Education has also arisen at JAURC and MUNFA has advised that we will respond to Government’s Draft Terms of Reference and that we intend to advocate for the public university throughout the review.

University Governance: MUNFA continues to push for reform of the Board of Regents, which would allow faculty members to sit as Regents. Memorial remains the only Canadian university to forbid faculty to sit on its governing board.

Collective Bargaining: On July 7, 2017, MUNFA gave notice to the University of the Association’s intention to enter into collective bargaining. Dr. Jon Church is MUNFA’s Chief Negotiator. Dr. Whitaker provided an update of the issues and goals that the Association is attempting to achieve through collective bargaining. Regular communications are being sent out to all members. Dr. Whitaker thanked the Negotiating Committee and the Job Action Committee behalf of the Executive Committee and also noted that both of the Committees have the full support of the MUNFA Executive Committee.

Future Plans: Dr. Whitaker gave an overview of MUNFA’s reorganized Executive structure to
better meet the changing needs of the membership and the changes that have taken place with the staffing of the office. A Communications Committee has been established to better engage with the membership and we now have MUNFA liaisons in every academic unit.

Dr. Whitaker thanked the MUNFA Staff, the MUNFA Executive Committee, the AF&G Triennial Review Committee and all of the MUNFA Committee Volunteers. Dr. Whitaker also urged members to become involved in the important work of the Association.

5. **Treasurer's Report**

   The Treasurer’s report was given by Dr. Whitaker as the Treasurer, E. Alcock (QEII Library) could not attend the meeting.

A) The Interim Financial Statement for 2017-2018 was distributed to the membership (IB 2018/19:16). Dr. Whitaker reviewed the statement with the membership noting that this is a year to date statement up to June 29, 2018. It was noted MUNFA’s commitment from the Legal Support Fund of the divested investments from oil and gas have been realized and we will no longer be investing in fossil fuels. MUNFA’s financial books have been audited and remain in good standing.

6. **CAUT Defence Fund**

A) Bill Schipper and Dr. Brenda LeFrancois are the MUNFA CAUT Defence Fund Trustees. Dr. Whitaker spoke on behalf of the Trustees noting that the Defence Fund is in a healthy financial position and gave an update on the finances of the Fund as well as an overview of available funds provided by the Defence Fund in the event of strike action.

7. **MUNFA Constitution**

A) The membership received a copy of the Constitution (circulated as a Notice of Motion – IB2018/19:14) with proposed amendments to Article XII (Legal Support Fund), which were previously passed at the October 2017 General meeting and in accordance with Article XII of the Constitution, they are being put to the membership for another vote, prior to final acceptance.

   (G18:006) MOVED (K. Snelgrove/J. Church) that the MUNFA Constitution Article XII Legal Support Fund, be accepted as amended.

   MOTION CARRIED

8. **Approval of General Meeting Minutes of April 23, 2018**

   (G18:007) MOVED (J. Church/ D. Duda) that the General Meeting minutes of April 23, 2018 be accepted as amended.

   MOTION CARRIED
9. **Matters Arising from General Meeting Minutes of April 23, 2018**

There were no matters arising.

10. **Triennial Review Report of St. John's Academic Freedom & Grievance Committee**

The report of the Triennial Committee of the St. John's AF&G was circulated to the membership. Dr. Whitaker thanked the Triennial Committee members (C. Dennis—Chair, G. Harris, S. Myers and G. Paterno) for their very effective review of the work of the AF&G Committee. The Executive has received the report, will consider its recommendations and report back to the membership on the implementation of the recommendations.

11. **Collective Agreement Administration**

A) **Report of the St. John's Academic Freedom & Grievance (AF&G) Committee:**

Dr. Steve Butt (Chair) gave a verbal report on the activities of the AF&G Committee, noting that the AF&G Committee remains as one of the most active MUNFA Committees. Dr. Butt noted that individual grievances deal with an ASM’s rights and privileges being removed with individual remedies for these cases. Association Grievances deal with policy issues when MUNFA believes there are problems with how the Collective Agreement is interpreted and the remedy will benefit all ASMs. Dr. Butt provided AF&G statistics on grievances and queries received during the previous six months. Dr. Butt also gave a synopsis of cases that the Committee are currently dealing with including issues on Tri-Council funding, allegations of gross misconduct, PDTER, journal submissions, leaves and child care. Dr. Butt outlined the grievance process and noted that summaries of resolved cases, with identifying markers removed, are available on the MUNFA website. MUNFA also issues Information Bulletins when an Association Grievance or an arbitration hearing results in important messages to be communicated and lessons are to be learned.

B) **Report of the Grenfell Campus AF&G Committee:** Dr. N. Pender (GC AF&G) gave a verbal report from the Grenfell Committee noting that Grenfell currently have six (6) active grievances. They are dealing with an Association Grievances in relation to an increase of parking fees. The issue of the Childcare center at Grenfell also remains outstanding. Grenfell AF&G receive a lot of queries that do not move to grievances as these issues are usually resolved at the Grenfell Joint Association University Relations Committee meetings.

12. **MUNFA Committee Reports**

A) **MUNFA Pension Committee Report:** Dr. Ken Snelgrove, Chair of the MUNFA Pension Committee, gave a verbal report, providing an extensive overview of the Pension plan and outlining the issues surrounding the on-going discussions with other Unions on campus and the Administration regarding the move to a Joint Sponsorship Pension Plan, as
requested by the Provincial Government in 2015. The main issue remains how the University will address the unfunded liability and whether the Provincial Government will assist with the unfunded liability. Dr. Snelgrove reported that during the summer of 2018, MUNFA and its union partners (CUPE and NAPE) concluded a pension Reform Agreement with MUN on the broad terms of a future Jointly Sponsored plan. The text of the agreement has been posted on the MUNFA website. This Reform Agreement has been sent to the Provincial Government for review.

Dr. Snelgrove reported that the MUNFA Pension Committee meet on a regular basis to provide updates and feedback on the Joint Sponsorship Agreement.

13. **Other Business**

   There was no other business.

14. **Adjournment**

    (E18:008) MOVED (J. Church/S. Savas) that the General Meeting adjourn.

    **MOTION CARRIED**

Meeting Adjourned at 8:30 p.m.

___________________________  __________________________
Dr. Robin Whitaker                  Date
President, MUNFA
MUNFA Benefits Committee
Report to MUNFA General Meeting
April 16, 2019

Members of the MUNFA Benefits Committee participated in the University Wide Benefits Committee meeting on March 5, 2019 where the annual benefits renewal for MUNFA members, and the broader university community, was discussed.

Later in March, Memorial University’s Board of Regents approved the following rate adjustments as part of the annual benefits renewal at the recommendation of the University Wide Benefits Committee:

- Basic life insurance plan at a 2.4% rate increase;
- Dependent life insurance plan at the existing rate;
- Optional life insurance plan at the existing rate;
- Optional spousal and dependent child life insurance plans at the existing rates;
- Basic and optional accidental death and dismemberment plans at the existing rates;
- Voluntary accidental death and dismemberment plan at the existing rates;
- Long term disability plan at an 11.1% rate reduction;
- Supplementary health plan at a 2.3% rate increase;
- Travel health insurance plan at the existing rate; and
- Dental plan at a 3.3% rate increase

Unfortunately, despite members of the MUNFA Benefits Committee voting to recommend the addition of orthodontic benefits, the University Board of Regents has deferred their decision pending the results of a benchmarking study on the level of benefits offered at Memorial.

Members of MUNFA’s Benefits Committee have also recommended that the University continue to investigate improvements in benefits, such as the addition of coverage for vaccinations and orthodontics.

Current Members of the MUNFA Benefits Committee:
- Rebecca Law, Pharmacy (Chair)
- Lakshman Galagedora, Grenfell Campus
- Brenda LeFrancois, Social Work
- Eduardo Martínez-Pedroza, Math & Stats
- Stacey Penney, Q.E.II Library
- Leslie Redmond, Education
- Ken Snelgrove, Engineering
- Malgoizata Zuberek, Computer Science (Retired)
MUNFA Pensions Committee
Report to MUNFA General Meeting
April 16, 2019

MUNFA reported to its members on the establishment of a Joint Sponsorship Pension Reform Agreement at the October 2018 general meeting and delays in the implementation of this agreement in our Information Bulletin dated February 21, 2019.

During a February 15 meeting of the University Pensions Committee, a motion was sent to the Board of Regent recommending: “that the Board of Regents contact the Government of Newfoundland and Labrador to seek their immediate input on the proposed terms of pension plan reform, including the funding proposal, as submitted by the University and the Unions in August 2018.”

The Board of Regents adopted this motion at their March 14, 2019 meeting and directed the Vice President Finance and Administration, Kent Decker, to contact the Government on its behalf. MUNFA continues to monitor the progress of pension reform.

With no firm action advancing pension reform, the University has requested and received from the Government of Newfoundland and Labrador a deferral of a third going-concern Special Payment obligation for the 2017/18 fiscal year. This payment amounting to $28.6M for 2017/18 is required under the Pension Benefits Act. Continued deferral of these payments leaves the plan in a situation where it is less able to generate investment income necessary to meet pension obligations.

It should be noted that the University sought the 2017/18 deferred payment without consulting with the University Pensions Committee. To date $79.6M plus accumulated interest has been deferred. A new Special Payment was due as of March 31, 2019.

The MUNFA Pension Committee continues to oversee our pension plan. During the February 15, 2019 meeting, the discount rate (see note 1) of 5.8% was preserved by de-risking (see note 2) the plan by an amount of 0.1%. Changes to the discount rate have a large influence on the projected cost of future pensions. De-risking the plan provides a greater provision for adverse deviations in the future. We hope to continue plan de-risking which is required in other Canadian provinces.

Performance of the investment portfolio has also been reviewed. As of December 31, 2018 the total plan value was $1.560 billion representing a one-year growth of 0.27%. This performance compares poorly to growth expectation of 5.8% and was due partially to a large market correction in December 2018. Gains since this correction have added approximately $100M and the plan value sits at $1.662 billion as of March 29, 2019.
Longer-term average returns show that our plan compares well with our target growth expectation. Five-year and ten-year average returns are 7.45% and 8.76%, respectively. Unfortunately, with a continuity pension deficit of approximately $164M (2017 valuation figure), investment returns must significantly outpace our expectations to permit plan assets to match our liabilities.

The MUNFA Pensions Committee is hopeful that pension reform will resume shortly. Experience has shown that jointly sponsored plans, featuring more effective governance structures, are better able to deliver pension promises for their members.

Notes:
1. The "discount rate" is the interest rate used to determine today’s cost of future pension obligations. It is often explained as the annual growth in investment income required to keep the pension plan fully funded.

2. "De-risking", as used here, is the artificial lowering of the discount rate to account for future uncertainties. Lowering the discount rate results in less reliance on high-risk investment strategies but increases the cost of pensions to plan members. These excess contributions are used to grow reserves that can stabilize future contributions.

Current Members of the MUNFA Pensions Committee:

- Maurice Brewster, Education (Retired)
- Stephen Butt, Engineering
- Veeresh Gadag, Community Health
- Don Gamble, Modern Languages, Literatures & Cultures
- George Jenner, Earth Sciences
- William Midodzi, Medicine
- Sudhir Saha, Business Administration
- Ken Snelgrove, Engineering
- Guang Sun, Medicine
- Hong Wang, Mathematics & Statistics
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: __________________________

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