

***NOTICE OF
MUNFA GENERAL MEETING***

TO: All MUNFA Members
FROM: The MUNFA Executive Committee
DATE: April 21, 2020
SUBJECT: **MUNFA GENERAL MEETING
TUESDAY, APRIL 28, 2020**

A General Meeting of MUNFA will be held on:

**TUESDAY, APRIL 28, 2020
AT 11:00 A.M.
VIA ZOOM VIDEO CONFERENCING**

An Agenda and documents are enclosed.

In order to provide a secure virtual meeting, we ask that you contact MUNFA's Membership Engagement and Communications Coordinator, Travis Perry, at membership.munfa@mun.ca from your respective Memorial email address to request the Zoom meeting ID and password.

If you are unfamiliar with the Zoom platform, there are video tutorials available [online](#).



AGENDA

General Meeting of the Membership of MUNFA

Tuesday, April 28, 2020 @ 11:00 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. Interim Financial Statement for 2018-2019 (and)
Proposed Budget for 2020-2021
5. CAUT Defence Fund Report
6. Approval of General Meeting Minutes of October 28, 2019
7. Matters Arising from General Meeting of October 28, 2019
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 Benefits Committee
 - b. MUNFA Pension Committee
 - c. Other Committees
10. Other Business



DRAFT
MUNFA General Meeting
October 28, 2019 at 4:30 p.m.
Room A1043

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. Snelgrove opened the meeting by making a Territorial Land Acknowledgement.

2. Meeting Restrictions and Conduct

Dr. Snelgrove 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. Introductions

Dr. Snelgrove introduced himself to the membership noting that this is his first general meeting as the new MUNFA President.

3. Approval of Agenda

(G19:006) MOVED (S. Matthews/D. Duda) that the MUNFA General Meeting Agenda be accepted as amended.

MOTION CARRIED

4. President=s Report

Dr. Snelgrove opened the meeting by thanking Past President, Dr. Robin Whitaker, for her support, encouragement and continued dedication to the important work of the Association.

Dr. Snelgrove outlined several of the current issues at MUNFA as well as the on-going issues with the Administration as follows:

Collective Bargaining: Dr. Snelgrove reported on two important committees that have been formed arising from the signing of the Collective Agreement in April 2019: 1) the Gender Equity Salary Adjustments Committee and 2) the Special Committee on Course Equivalencies. Work is just beginning on both Committees and MUNFA will continue to update you on the progress being made.

The current 3 year MUNFA Collective Agreement will expire on August 31, 2020 and either MUNFA or MUN has the option of opening up negotiations as early as June 2020. In order to be

ready should this be the case, MUNFA will begin the bargaining preparations in the winter 2020 semester and will reach out to the membership to ask for your direct input on bargaining priorities. Your ideas and input are very important as MUNFA goes through the bargaining process. MUNFA has already begun this process by fielding a survey to our members. Many thanks to Dr. Scott Matthews (MUNFA Secretary) and Travis Perry (MUNFA Membership Engagement & Communication Coordinator) for overseeing this task and compiling the results. MUNFA will also be seeking volunteers to serve on the Proposals Committee to assist with the preparation of the language for a new Collective Agreement.

Membership Engagement: MUNFA has been involved in a number of initiative that go beyond the Collective Agreement to ensure that member's collegial rights are not diminished. Travis Perry (MUNFA Membership Engagement & Communication Coordinator) was thanked for his contributions and supports on the files.

- **Senate/Presidential Search** – Dr. Snelgrove gave an overview of the Association's work on advocating for greater faculty involvement in the presidential selection by requesting an open search and talked about the continued interest on this subject on the national stage. Several MUNFA members have taken up the issue on Senate. Dr. Snelgrove encouraged other MUNFA members to join Senate to help ensure that collegial rights are preserved.
- **Decarbonize MUN** – Dr. Snelgrove reported that a working group has been formed consisting of Dr. Luke Ashworth, Dr. Josh Lepawsky, Dr. Scott Matthews and Dr. Robin Whitaker, to join in the fight to reduce our climate impacts and to support the students in holding the University to account in meeting agreed upon emission targets.
- **Scholars at Risk** – Dr. Snelgrove noted that many scholars around the work have been severely punished for expressing their views openly and do not have the academic freedom rights to teach and conduct research as scholars do here at Memorial. There will be a presentation on this item later on the agenda.
- **Health & Safety**- Dr. Snelgrove spoke about the growing deferred maintenance deficit and the increasing numbers of workplace hazards at Memorial, as well as mental health issues. Dr. Snelgrove noted that it is through collective efforts to speak up against crumbling infrastructure to pressure Government and the University to provide decent workplaces rather than manage risk.
- **Public Post-Secondary Education Review** – Dr. Snelgrove reported that MUNFA is working on a submission for a strong case for reform of Post-Secondary Education.

University-Wide Pension 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. Snelgrove provided an update since the April 2019 meeting noting that to date, constructive progress has been made with the University on one side MUNFA, NAPE, CUPE (the Unions) and on the other side which resulted in a non-binding Reform Agreement, outlining the guiding principles for Joint Sponsorship. This Agreement was forwarded to Government in mid-August 2018. Government has acknowledged receipt but no further response has been received to date. MUNFA will continue to keep the membership updated on this important issue. Dr. Snelgrove

thanked Ms. Erin Alcock (MUNFA Treasurer) and Dr. Robin Whitaker (MUNFA Past President) for continuing to work together with Dr. Snelgrove on the Joint Sponsorship file as well as staff assistance from James Farrell (MUNFA Legal Counsel).

MUNFA Grievances and Arbitrations: Dr. Snelgrove thanked the Co-Chairs of the Academic Freedom & Grievance Committees, Dr. S. Butt and Dr. Kurt Korneski (Co-Chairs, St. John's Committee), Dr. Julie Sircom as the Chair at 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 now also works more closely with the Grenfell Campus AF&G Committee and offers vital support to that Committee. Dr. Snelgrove gave an overview of the Association Grievances that MUNFA has filed since April 2019.

Mediation: Dr. Snelgrove reported that MUNFA is working with the University to institute the use of outside mediation for some grievances, in hopes of making the process more efficient and effective for grievors.

Joint Association University Relations Committee (JAURC): Dr. Snelgrove gave an update on the issues that are being addressed at JAURC meetings with the Administration. Some of these issues include: on-going problems with the new processes being put in place at the Blundon Centre, Occupational Health & Safety issues and lack of administrative support and attrition for academic units, Scholars at Risk. Some issues cannot be resolved at JAURC and may have to proceed to an Association Grievance for a resolution.

Thanks to MUNFA Members: Dr. Snelgrove thanked everyone who contributes to MUNFA's work as a committee volunteer or elected representative and encouraged other members to become involved in the very important work of the Association. Dr. Snelgrove also thanked the members of the Executive Committee and welcomed the new members for September 2020: Josh Lepawsky (Member-at-Large), Leslie Redmond (Member-at-Large) and Bill Schipper (VP External). Kim O'Reilly (MUNFA Administrative Officer) was also acknowledged and thanked for her work and dedication to MUNFA.

5. **Treasurer's Report**

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

- A) The Interim Financial Statement for 2018-2019 was distributed to the membership (IB 2019/20:09). Ms. Alcock reviewed the statement with the membership noting that this is an interim financial report as of June 28, 2019. 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. Ms. Alcock also thanked Dr. Whitaker for her service during her term as President and thanked the MUNFA Staff. 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.

6. CAUT Defence Fund

- A) Bill Schipper and Dr. Brenda LeFrancois are the MUNFA CAUT Defence Fund Trustees. Dr. Schipper provided an oral report to the membership, noting that the Defence Fund is in a healthy financial position and also gave an overview of the history of the CAUT Defence Fund and an update on the finances of the Fund.

7. MUNFA Constitution

- A) The membership received a copy of the Constitution (circulated as a Notice of Motion – IB2019/20:06) with proposed amendments to the MUNFA Constitution Article XV (MUNFA Strike Fund). Snelgrove explained the changes to the membership.

(E19:007) MOVED (S. Butt/W. Schipper) that the MUNFA Constitution, Article XV (MUNFA Strike Fund) be accepted as amended.

MOTION CARRIED

8. Approval of General Meeting Minutes of April 16, 2019

(G19:008) MOVED (S. Savas/M. Zuberek) that the General Meeting minutes of April 16, 2019 be accepted as amended.

MOTION CARRIED

9. Matters Arising from General Meeting Minutes of April 16, 2019

There were no matters arising.

10. 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 introduced 2 new ASM on the Committee: Walter Okshevsky and Elizabeth Whelan and acknowledged with thanks, the work provided to the Committee from A. Wadden (MUNFA Labour Relations Officer) and (James Farrell, MUNFA Legal Counsel). 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 some of the cases that the Committee are currently dealing with including issues on OHS in relation to the Henrietta Harvey building, lack of administrative support in academic units, respectful workplace complaints, conflict of interest, the reorganization/restructuring of the Student Wellness & Counselling Centre.

- B) Report of the Grenfell Campus AF&G Committee: Dr. J. Sirocm (Grenfell AF&G) gave a verbal report from the Grenfell Committee noting that Grenfell have signed an MOU on the Grenfell childcare grievance, with the University allotting \$50,000/year for a childcare centre. Dr. Sircom also noted that Grenfell currently lackS any CITL support and there is a upcoming meeting with the Director of CITL to discuss this issue. Dr. Sircom reported that the was an Individual Grievance filed on the new language in the Collective Agreement surrounding Clause 23.13 and the right of first refusal. There was a fast, successful resolution to this grievance. 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. Dr. Sircom thanked A. Wadden (MUNFA Labour Relations Officer) for her support to the Grenfell AF&G committee.

11. MUNFA Committee Reports

- A) MUNFA Economic Benefits Committee: Dr. Rebecca Law (Chair, MUNFA Benefits Committee) gave a verbal report noting that the University-Wide Benefits Committee have commissioned a benchmarking study to compare benefits in Atlantic Canada. Once the study is complete, an update will be provided. Dr. Law gave an overview of the benefits plan. Dr. Law also reminded members that if someone is denied medications, there is an appeals committee to review the request.
- B) MUNFA Scholarship Trust Fund Committee: A written report was provided by the Scholarship Committee advising of the names of the students who have been awarded MUNFA Scholarships for the 2019 – 2020 Academic Year. The MUNFA Scholarship donation form included at the end of the information bulletin. Ms. Alcock encouraged the MUNFA membership to contribute to the fund.

12. Current Activities

- A) Decarbonize MUN: Dr. Robin Whitaker reported on the new working group that that been established and is seeking volunteers. Contact T. Perry (MUNFA Membership Engagement & Communications Coordinator) if you are interested in serving on this committee. The purpose of the working group is to support decarbonization initiatives at MUN. The Group will work with the coalition of labour unions, student unions, and community organizations.
- B) Scholars at Risk: Dr. N. Beausoleil and Dr. C. D’Arcangelis provided a presentation to the membership which outlined the Scholars at Risk program noting that there are 500 institutions in 40 countries which threaten scholars and students. In Canada, 23 universities are partners with the Scholars at Risk program. They protect, advocate and educate while also monitoring threats abroad. Memorial has committed to explore investing in a local Scholars at Risk program. The MUN Scholars at Risk Committee will have a meeting on November 11-12, 2020 to establish a terms of reference.

12. Other Business

- A) Student Referendum: Ms. Y. Pottie-Sherman advised that the World University Service of Canada (WUSC)-MUN Committee will vote in a referendum Nov. 5-6, wherein undergraduate students can vote in favour of a \$2 per semester levy for the annual sponsorship of one refugee youth to Memorial University. Pottie-Sherman asked that members mention this issue to their classes.

13. Adjournment

(E19:009) MOVED (J. Church/E. Alcock) that the General Meeting adjourn.

MOTION CARRIED

Meeting Adjourned at 6:30 p.m.

Dr. Ken Snelgrove
President, MUNFA

Date



**MUNFA Economic Benefits Committee
Report to MUNFA General Meeting
April 28, 20120**

The University-Wide Benefits Committee met four times this academic year: on October 10, 2019, January 16, 2020, January 30, 2020 and February 25, 2020. MUNFA Economic Benefits Committee (EBC) pre-meetings were held as needed.

On October 10, 2019 Dr. Law provided a report of the Special Authorization Appeals Subcommittee for the academic year September 1, 2018 to August 31, 2019. Of 6 appeals received, 5 were approved. Following this, the University-Wide Benefits Committee discussed two LTD issues. (1) Mr. Roberts reviewed a 3-year LTD claims activity report which showed that, for Memorial University, there was a 75% approval rate for all claims (the ISI group average was 73%). However, for mental health claims the approval rate was 53% (the ISI group average was 56%). (2) When paying out LTD benefits, Manulife asked the University-Wide Benefits Committee whether Manulife should continue to deduct the employee's pension contribution (sending it directly to MUN without the employee having to do this separately on their own) or not. As it is to the employee's benefit not to have to remember to do this extra work themselves, it was agreed that the practice should continue. The Committee also agreed to a benchmarking study – to inform Memorial as to how its benefits compare with other universities and organizations in and outside of this province.

On January 16, 2020 and January 30, 2020, the University-Wide Benefits Committee heard presentations from Memorial's current insurance carriers, namely Manulife, Medavie Blue Cross, and SSQ Financial. Memorial's claims experiences were provided by each of the carriers. The benchmarking study results were also reviewed which show that Memorial's benefit coverages are equal or better than most comparator organizations, with a few exceptions. Comparators include a Conference Board of Canada Benchmark of about 200 cross-Canada companies/institutions, including from the private section, as well as post-secondary and NL comparators.

On February 25, the University-Wide Benefits Committee discussed benefit renewals for the 2020-2021 fiscal year, informed by insurer presentations of Memorial's experiences and the benchmarking study. Of particular note is that, due to positive experiences over the past 3 years, the LTD plan can be renewed with a 12.3% rate reduction. However, the Board of Regents did not approve any of the plan improvements as voted on by the EBC. (A mental health module and an increase in physiotherapy benefit limits, and basic life benefit improvements).

Information on the renewal and rate changes effective April 1, 2020, as approved by the Board of Regents, can be found at <http://www.mun.ca/hr/services/benefits/ActiveRenewal-2020.pdf>.

Information for retirees is available at <http://www.mun.ca/hr/retirees/RenewalRetirees-2020.pdf> and at <http://www.mun.ca/hr/retirees/RenewalPre-1993Retirees-2020.pdf> for individuals who retired pre-1993.

A separate renewal notice for postdoctoral fellows is available at <http://www.mun.ca/hr/services/benefits/PostDocRenewal-2020.pdf>.

Current Members of the 2019 – 2020 MUNFA Economic Benefits Committee:

- Lakshman Galagedora, Grenfell Campus
- Anne Graham, Modern Languages Literatures & Culture
- Rebecca Law, Pharmacy (Chair)

- Brenda LeFrancois, Social Work
- Eduardo Martinez-Pedroza, Mathematics & Statistics
- Stacey Penney, Q.E.II Library
- Leslie Redmond, Education
- Ken Snelgrove, Engineering & Applied Science
- Malgoizata Zuberek, Computer Science (Retired)



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)

