NOTICE OF
MUNFA GENERAL MEETING

TO: All MUNFA Members
FROM: The MUNFA Executive Committee
DATE: October 19, 2020
SUBJECT: MUNFA GENERAL MEETING TUESDAY, OCTOBER 27, 2020

A General Meeting of MUNFA will be held on:

TUESDAY, OCTOBER 27, 2020
AT 11:30 A.M.
VIA ZOOM VIDEO CONFERENCEING

An Agenda and documents for the meeting will follow.

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, October 27, 2020 @ 11:30 a.m.
Via ZOOM Video Conferencing

1. MUNFA Statement of Territorial Acknowledgement
2. Approval of Agenda
3. Remarks from CAUT President, Brenda Austin-Smith
4. President's Report
5. Treasurer's Report
   a. Financial Statement for 2019-2020
6. CAUT Defence Fund Report
7. Approval of General Meeting Minutes of April 28, 2020
8. Matters Arising from General Meeting of April 28, 2020
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 Pension Committee
    b. Other Committees
11. Other Business
Dr. Ken Snelgrove (MUNFA President) chaired the General Meeting.

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 joining in to the meeting noting the unusual academic year for teaching and research due to COVID-19 and the challenges that members have been presented due to online teaching. Dr. Snelgrove 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. For security purposes, the screen sharing feature has been turned off.

3. **Introductions**

Dr. Snelgrove introduced himself to the membership noting that this is his second and last General Meeting as the MUNFA President. The role of MUNFA President has been moved to a 1 year term. Dr. William Schipper will move into the President’s role effective September 1, 2020 and Dr. Josh Lepawsky will become President-Elect. Dr. Snelgrove introduced MUNA Staff member Travis Perry (Membership, Engagement and Communications Coordinator) and thanked him for his work with the Association and his assistance with the technical support for the General Meeting.

Dr. Snelgrove acknowledged that today, April 28th is the National Day of Mourning commemorating workers who have been killed, injured or suffered illness due to workplace related hazards and occupational exposures. Due to the COVID pandemic, employee’s homes have become the new workplace and the employer, MUN, is still responsible for your safety.

3. **Approval of Agenda**

(G20:001) **MOVED** (B. LeFrancois/S. Carr) that the MUNFA General Meeting Agenda be accepted.

**MOTION CARRIED**

4. **President's Report**

Dr. Snelgrove opened the meeting by acknowledging the end of a very unusual academic year with
MUNFA members finding innovative ways to do their research and dealing with the professional challenges at MUN as a result of snowmagedon and COVID-19.

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 noted that 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. As we noted in an Information Bulletin sent out last week, MUNFA has sent an MOU to the Administration requesting that both Parties agree to extend the current Collective Agreement by 1 year and not initiate collective bargaining. We are still awaiting a response to MUNFA’s proposal.

In order to be prepared, MUNFA has assembled a Proposals Committee and our plans remain in place with leadership on this Committee with Dr. Jon Church (Medicine) and Dr. Nicole Power (Sociology). Your ideas and input are very important as MUNFA goes through the bargaining process and we ask that you continue to send your comments to MUNFA. MUNFA conducted a membership survey last year and we now have the results in hand. Many thanks to Dr. Scott Matthews (MUNFA Secretary) and Travis Perry (MUNFA Membership Engagement & Communication Coordinator) for overseeing this task and compiling the results.

Dr. Snelgrove reported on two important committees that have been formed arising from the signing of the Collective Agreement in April 2019 remain in place: 1) the Gender Equity Salary Adjustments Committee who remain committed to meeting their 3 year timeline and 2) the Special Committee on Course Equivalencies. Progress is being made on this committee, they have sought a time extension to complete their work. Thank you to Dr. Leslie Redmond (Education) from our Executive Committee who is a member of this Committee.

**Pandemic Response at Memorial:** In light of the COVID-19 pandemic, Faculty Associations across Canada have been negotiating Letters of Understanding with their employer outlining special pandemic conditions of employment that fall outside the scope of collective agreements. Memorial have chosen to reject this more cooperative route and MUNFA’s early offers to participate in pandemic planning have been rejected as unwelcome. Dr. Snelgrove outlined the measures that MUNFA have taken and continue to engage the University on issues of importance to MUNFA Members. Dr. Snelgrove stressed the importance that members reach out to communicate with MUNFA on the ways Members have been impacted by MUN’s Pandemic response measures. Amy Wadden (MUNFA Labour Relations Officer) was thanked by Dr. Snelgrove for all her efforts in compiling information and for providing her assistance to our Members.

**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 reported that MUNFA activists were successful in moving a motion through Senate to review the openness of MUN’s Presidential Appointment processes and encouraged activists and volunteers to join at 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 (Political Science), Dr. Josh Lepawsky (Geography), Dr. Scott Matthews (Political Science) and Dr. Robin Whitaker (Anthropology), 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. Dr. C. D’Arcangelis (Gender Studies), Dr. N. Beausoleil (Medicine) and Dr. Luke Ashworth (Political Science) have been strong advocates for embattled scholars and have had their plans to support a scholar endorsed by the Deans Council and await support from the Provost’s Office.

• **Health & Safety** - Dr. Snelgrove noted that home has become the new workplace since COVID-19 and spoke about the importance to ensure members health and safety at home is not neglected. The University remains responsible for health, even while working at home. It is important to contact Environment Health & Safety and your Unit Heads if you feel your workspace is not properly configured.

• **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. The new deadline for submission is June 30, 2020.

**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 October 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 Labour Relations 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 October 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. An initial mediation session resulted in a significant number of resolutions and we are hopeful this will assist grievors in receiving timely resolutions.

Joint Association University Relations Committee (JAURC): Dr. Snelgrove gave an update on the issues that are being addressed at JAURC meetings with the Administration. Unfortunately, very few issue are effectively resolved at JAURC but we will continue to use these opportunities to gather information and clarify positions.

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.

Dr. Snelgrove responded to questions from the floor.

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 2019-2020 and the Proposed Budget for 2020-2021 was distributed to the membership (IB 2019/20:22). Ms. Alcock reviewed the statement and proposed budget with the membership. Like 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.

(GC20:002) MOVED (E. Alcock/J. Church) that the membership fees for 2020-2021 be maintained at the levels of 2019-2020, 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

Ms. Alcock responded to questions from the floor.

6. **CAUT Defence Fund**

   A) Bill Schipper and Dr. Brenda LeFrancois 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 an overview of the history of the CAUT Defence Fund and an update on the finances of the Fund. 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. LeFrancois also commented on the legislative changes in Alberta with regards to labour legislative changes to allow faculty associations to strike.

7. **Approval of General Meeting Minutes of October 28, 2019**

   (G20:003) MOVED (T. Sheel/J. Church) that the General Meeting minutes of October 28, 2019 be accepted as amended.

   MOTION CARRIED

8. **Matters Arising from General Meeting Minutes of October 28, 2019**

   There were no matters arising.

9. **Collective Agreement Administration**

   A) Report of the St. John's Academic Freedom & Grievance (AF&G) Committee: Dr. Steve Butt (Co-Chair) gave an oral 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 some of the cases that the Committee are currently dealing with in relation to COVID-19 and the problems that ASMs are experiencing with remote teaching, adequate computing resources, IT support, impacts on promotion and tenure, sabbaticals and how research is being affected. Dr. Butt thanked the volunteers on the AF&G Committee and also acknowledged with thanks, the work provided to the Committee from A. Wadden.
(MUNFA Labour Relations Officer).

B) **Report of the Grenfell Campus AF&G Committee:** Dr. J. Sircom (Grenfell AF&G) gave a verbal report from the Grenfell Committee providing an update on issues that have arisen at Grenfell since October 2019. 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.

### 10. MUNFA Committee Reports

A) **MUNFA Economic Benefits Committee:** Dr. Rebecca Law (Chair, MUNFA Benefits Committee) provided a written report noting that the University-Wide Benefits Committee have commissioned a benchmarking study to compare benefits in Atlantic Canada with the results showing that the current University Wide Benefits Plan is equal or better than most comparator organizations. Dr. Law gave an overview of the benefits plan and the rate renewals which were effective April 1, 2019. Dr. Law also reminded members that if someone is denied medications, there is an appeals committee to review the request.

B) **MUNFA Pension Committee:** Dr. Snelgrove 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. E. Oldford (Business Administration) was also welcomed to the Committee.

### 11. Other Business

A) **Question & Answer discussion on the Impact of COVID-19:** There was a lengthy Q&A discussion regarding the impacts of COVID-19 on faculty members and the responses received from the Administration. It was suggested that the Executive should arrange a special town hall open forum discussion on the impacts of COVID as a means to hear feedback on a broader spectrum.

### 12. Adjournment

(E20:004) **MOVED (L. Gambin/B. LeFrancois) that the General Meeting adjourn.**

MOTION CARRIED

Meeting Adjourned at 12:30 p.m.

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Dr. Ken Snelgrove  
President, MUNFA
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)

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