Mun Faculty Association
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GENERAL MEETING

TO: All MUNFA Members

FROM: The MUNFA Executive Committee

DATE: October 16, 2017

SUBJECT: MUNFA GENERAL MEETING
WEDNESDAY, OCTOBER 25, 2017

A General Meeting of MUNFA will be held on:

WEDNESDAY, OCTOBER 25, 2017

AT 7:30 p.m.

IN

ROOM EN-2006 ENGINEERING BUILDING (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 have been circulated.

We invite you to come meet our new Executive Committee and the MUNFA Staff. Please join us as we strengthen our Faculty Association.

A WINE AND CHEESE RECEPTION WILL FOLLOW THE MEETING

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AGENDA

General Meeting of the Membership of MUNFA
Wednesday, October 25, 2017 at 7:30 p.m.
in EN-2006 (St. John's Campus)
AS-275 (Grenfell Campus)

Grenfell Campus will participate by video conference.

1. Approval of Agenda

2. President's Report

3. Treasurer's Report
   a. Financial Statement for 2016-2017

4. CAUT Defence Fund

5. MUNFA Constitution
   a. Motion to amend the MUNFA Constitution
   b. Motion to amend the Terms of Reference for the MUNFA Nominating & Balloting Committee

6. General Meeting Minutes
   a. Approval of General Meeting Minutes of April 18, 2017
   b. Matters Arising from General Meeting Minutes of April 18, 2017

7 Collective Agreement Administration
   a. Report of the St. John's Academic Freedom & Grievance Committee
   b. Report of the Grenfell Campus Academic Freedom & Grievance Committee
   c. Report of the Joint Association/University Relations Committee

8. MUNFA Committee Reports
   a. MUNFA Pension Committee
   b. MUNFA Scholarship Trust Fund Committee
   c. Other Committees

9. Any Other Business

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DRAFT
MUNFA General Meeting
April 18, 2017 @ 11:30 p.m.
Room IIC-2001

Dr. Basil Kavanagh (MUNFA President) chaired the General Meeting. Grenfell College participated by video conference.

1. Approval of Agenda

(G17:001) MOVED (J. Church/D. Duda) that the Agenda be accepted as amended.
MOTION CARRIED

2. President's Report

Dr. Kavanagh noted that the meeting was restricted to MUNFA members and MUNFA retired members only. He thanked members for attending and introduced the MUNFA Staff and noted that a coffee and tea reception will be held in the atrium following the meeting. Kavanagh reported that candidates have been interviewed for a new MUNFA Executive Officer and the search will be finalized very soon. Dr. Kavanagh was asked to explain the dismissal of the previous Executive Officer. An overview of the situation was provided to the membership.

Dr. Kavanagh reported that MUNFA has had a new logo in place with the mission statement to unite, advocate and advance, with a goal to advocate and advance the Union. MUNFA's new website offers a variety of helpful information for the members. MUNFA continues to administer surveys to the membership and there has been good responses to these surveys. There is currently a short survey being prepared, seeking feedback on effective ways to communicate with the membership.

MUNFA has been active in union coalitions on campus which include NAPE, CUPE and the student unions. MUNFA is also involved with the Common Front NL which is a larger broad-based coalition of labour, community and social justice groups in NL.

Dr. Kavanagh outlined several main issues currently on-going with the Administration, most notably, that MUNFA is working on the issue of intellectual property rights; an outstanding Association Grievance on the Research Participation Agreement which remains a concern; the lack of faculty representation on the MUN Board of Regents Committee; the proposed merger in Humanities and Social Sciences.

Dr. Kavanagh noted that the Pension issue remains a very important topic for MUNFA as well as for all other unions on campus. He has filed 25-30 ATIPPA requests regarding various areas of spending by the Administration at MUN. He has received useful information in response to the requests and gave examples of the information received.

MUNFA will continue to update the membership through Information Bulletins and postings on the MUNFA website.

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3. Treasurer's Report

A) The Interim Financial Statement for 2016-2017 and the Proposed Budget for 2017-2018 were distributed to the membership in an Information Bulletin. The Treasurer, Dianne Taylor-Harding (QEII), reviewed the statement with the membership. Taylor-Harding reported that in regards to the divestment of Fossil Fuel Investments, she has been advised by MUNFA's Financial Advisor that 50% of petroleum based funds have been divested and we will continue to divest as the opportunities arise.

(E17:002) MOVED (D. Taylor-Harding/R. Whitaker) that the membership fees for 2017-2018 be maintained at the levels of 2016-2017, 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. This shall include a $2 MUNFA Strike Fund Levy contribution to the MUNFA Strike Fund.

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

4. CAUT Defence Fund

Dr. Robert Sweeny and Dr. Bill Schipper are the MUNFA Trustees on the CAUT Defence Fund. Dr. Robert Sweeny gave an oral report providing an overview of the purpose of the Defence Fund, noting that the Defence Fund provides support to faculty associations when on strike. Dr. Sweeny noted that the Defence Fund is in a healthy financial position and gave an update on the finances of the Fund. Dr. Sweeny noted his term on as a MUNFA Trustee will end in October 2017 and encouraged Academic Staff Members to volunteer as it is also an opportunity to network with other Faculty Associations across Canada and discuss issues affecting other Associations.

5. Approval of General Meeting Minutes of October 19, 2016

(G17:003) MOVED (J. Church/S. Curtis) that the General Meeting minutes of October 19, 2016 be accepted as amended.

MOTION CARRIED

6 **Matters Arising from General Meeting Minutes of October 19, 2016**

There were no matters arising

7. **Collective Agreement Administration**

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

Dr. Jon Church gave a verbal report on the activities of the AF&G Committee, noting that the AF&G Committee remain as one of the most active MUNFA Committees. The Committee is here to serve MUNFA members with any questions on issues that arise in relation to the Collective Agreement and Academic Freedom. Dr. Church advised that individual grievances deal with 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. Church gave a synopsis of cases that the Committee are currently dealing with and stressed the importance that all members have the right to union representation and urged members to contact the MUNFA if they have any issues. AF&G Committee Members have extensive experience in dealing with a variety of issues with the Administration. Dr. Church also noted that the Collective Agreement will expire on August 31, 2017.

B) Report of the Grenfell Campus AF&G Committee: Holly Pike gave a verbal report from the Grenfell Committee noting that the current issues they are dealing are in relation to non-conversion of a regular term appointment and denial of promotion. Both are currently at Step 1 of the grievance process. Dr. Pike noted that the Committee is also kept very busy with queries surrounding the promotion & tenure process. The issue of the Childcare center at Grenfell also remains outstanding.

8. **MUNFA Committee Reports**

A) MUNFA Benefits Committee Report: The report of the MUNFA Benefits Committee was distributed to the membership. Dr. J. Snook (Chair) presented the report. An ASM from the School of Pharmacy asked about the appeal process for the special authorization of a prescribed drug not covered under the Blue Cross Plan. Snook explained the process. The ASM noted that the appeal process seemed flawed. Snook invited the ASM to volunteer to serve on the MUNFA Benefits Committee to gain a wider knowledge of the process. Another ASM Anthropology brought forward the issue of benefits coverage for short term contract employees. Snook advised that the issue of including LUMUN in the benefits plan was discussed with the University Wide Benefits Committee with the Union members pushing very hard for inclusion. The Administration stated that this item will be bargained directly with LUMUN during collective bargaining.

B) MUNFA Pension Committee Report: The report of the MUNFA Pension Committee was

distributed at the meeting and was not pre-circulated. Dr. R. Sweeny, Chair of the MUNFA Pension Committee presented the report, providing an extensive overview of the Pension plan and outlining the issues surrounding the discussions with other Unions on campus and the Administration regarding the possible move to a joint sponsorship plan.

Dr. Kavanagh advised that all updates in relation to the Pension Plan are sent to the membership as Information Bulletins and posted on the MUNFA website.

Dr. Sweeny reported that he will be retiring from the University in August 2017 and noted that his 12 years of service on the Pension committee has been very rewarding and thanked the previous Executive Committees and the membership for their continued support through the years.

9. Other Business

A) Terms and Membership of the MUNFA Executive Committee: A discussion document was distributed at the meeting regarding potential changes to the terms and membership of the MUNFA Executive Committee. Dr. A. Kearney (MUNFA Secretary) led the discussion Dr. Kearney noted that the need for changes to the Executive set up are due to the academic environment becoming more complex and the workload has increased dramatically for the Executive. The changes will provide clearer delineation of the roles of each member of the Committee and will allow for a learning curve for new members, as well as provide continuity and succession planning. Dr. Kearney went through the document noting the changes and the rationale behind the changes. There was a question and answer period. Dr. Kearney noted that following the meeting, the document will be circulated to the membership seeking feedback and communication. If the proposed changes are accepted, it will also require changes to the MUNFA Constitution. A final document will be presented to the membership for a vote at a MUNFA General Meeting.

10. Adjournment

(E17:004) MOVED (R Whitaker/S. Butt) that the General Meeting adjourn.

MOTION CARRIED

Dr. Basil Kavanagh
President, MUNFA

Date

MUNFA Scholarship Trust Fund Committee
Report to the MUNFA Membership
October 25, 2017

The MUNFA Scholarship Committee is very pleased to announce that six students have been awarded MUNFA Scholarships for the 2017-2018 Academic Year.

Congratulations to the following recipients:

- Nathan Hynes - **The Ditte Koster Memorial Scholarship**
- Emily Maynard
- Meagan Carter
- Kaitlyn Brophy
- Kirby Mouland
- Jacob Mouland

Should you wish to increase your current contribution, begin contributing to the MUNFA Scholarship Endowment Trust Fund, or simply to send a one-time contribution, please complete the Scholarship Fund form in your general meeting package and return it to the MUNFA office. A tax receipt will be issued at year end, or if your wish to receive your receipt immediately, please indicate this with your contribution.

For more information on the MUNFA Scholarship winners, please refer to the website (www.munfa.ca).

Members of the MUNFA Scholarship Committee (2016-2017)

- Dianne Taylor- Harding (Executive Representative)
- Barrie Barrell, Education
- Linda Coles, Education
- Ann Dorward, Medicine
- Nathan Elliott, Grenfell Campus
- Lakshman Galagedora, Grenfell Campus
- Serpil Kocabiyik, Mathematics & Statistics
- Ali Nasiri, Engineering
- Colleen Quigley, QE II Library
- Hodjat Shiri, Engineering
- Michelle Swab, HCS Library
- Guang Sun, Medicine

MUNFA 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** ❑ **Increase Of My Present Contribution,** to the MUNFA Scholarship Trust Fund

AMOUNT: $_____

Method of Payment (**check one**):

Cheque: ❑ **Payroll Deduction Per Pay Period:** ❑

(Make payable to: MUNFA Scholarship Trust Fund)

Date:_____ Signature:_____