

***NOTICE OF
MUNFA GENERAL MEETING***

TO: All MUNFA Members
FROM: The MUNFA Executive Committee
DATE: October 20, 2025
SUBJECT: **MUNFA GENERAL MEETING
TUESDAY, OCTOBER 28, 2025**

We invite MUNFA members to join in for our upcoming General Meeting. The General Meeting of MUNFA will be held on:

TUESDAY, OCTOBER 28, 2025

AT 11:30 A.M.

VIA ZOOM VIDEO CONFERENCING

An Agenda and documents for the meeting are enclosed.

[Please click here to access the registration page for the Zoom meeting.](#) You will be asked to provide your MUN employee number for verification purposes; this information will be kept confidential. You can find your employee number by checking your pay stub on the MUN HR portal, where it will be listed as your “BANNER ID.”

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

AGENDA

**General Meeting of the Membership of MUNFA
Monday, October 28, 2025 @ 11:30 p.m.
Via ZOOM Video Conferencing**

1. MUNFA Statement of Territorial Acknowledgement
2. Approval of Agenda
3. President's Report
4. CAUT President's Report – Robin Whitaker, CAUT President
5. Treasurer's Report
 - a. Financial Statement for 2024-2025
6. CAUT Defence Fund Report
7. Approval of General Meeting Minutes of April 29, 2025
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
10. Other Business



DRAFT
MUNFA General Meeting
April 29, 2025 at 1:00 p.m.
Via ZOOM Video Conferencing

Dr. Ashrafee Hossain (MUNFA President) chaired the General Meeting.

1. Statement of Territorial Acknowledgement

Dr. Hossain (Business Administration) opened the meeting by making a Territorial Land Acknowledgement.

Each year MUNFA provides a donation to an indigenous group(s) to pair MUNFA's Land Acknowledgement with tangible resources to help support indigenous groups/students. In this regard, MUNFA has donated \$1000.00 to Newfoundland Aboriginal Women's Network (NAWN).

2. Meeting Restrictions and Conduct

Dr. Hossain thanked the attendees for joining the meeting. The procedures to be followed for the Zoom video conference were outlined, reminding 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. Dr. Hossain outlined the technical issues and polling features to be followed for the Zoom video conference.

3. Introductions

Dr. Hossain introduced himself to the membership noting that he is serving a 1-year term as MUNFA President effective September 1, 2024 – August 31, 2025 and welcomed members. Dr. Lisa Moores (Student Wellness & Counselling Centre) is the incoming President, Dr. Erika Merschrod (Chemistry) is incoming Vice-President (External) and Dr. Russell Williams (Political Science) is incoming Vice-President (Internal). The terms for the incoming Executive Committee will begin on September 1, 2025.

4. Approval of Agenda

(G25:001) MOVED (G. Curtis/E. Alcock) that the MUNFA General Meeting Agenda be accepted as amended.

MOTION CARRIED

5. President's Report

Dr. Hossain noted that the day-to-day work of MUNFA is extensive and is guided by our mission statement, our Constitutions and our four pillars for reform at MUN. Dr. Hossain thanked all the volunteers serving on the Executive Committee for their contributions to the work of the Association. Special recognition and thanks was given to Dr. William Schipper (English) for 25 years of volunteer service with MUNFA noting that Dr. Schipper is currently the longest serving member of the MUNFA Executive Committee. Dr. Hossain also expressed thanks and appreciation to the MUNFA staff.

Dr. Hossain provided the membership with an update on some of the major issues that MUNFA is working on:

2025 Provincial Budget: MUNFA participated in the budget lock down on behalf of the Campus Coalition. This provided first-hand access to the budget information and allowed for a response to the budget in real time with an opportunity for a continued building relationship with provincial decision makers. Dr. Hossain gave an overview of the budget funds allocated to Memorial noting there were no further cuts to Memorial's operating grant, which can be attributed in part to the efforts of the Coalition. Dr. Hossain noted that CAUT acknowledge that post-secondary education is emerging as a ballot-box issue across Canada. The Coalition will continue to push to meet with both Federal and Provincial leaders to ensure that post-secondary issues are put back onto political agendas.

Collective Bargaining: Dr. Hossain noted that while the MUN/MUNFA Collective Agreement is currently in effect until August 31, 2026, preparations for the next round of bargaining are underway. MUNFA has issued a call for volunteers to join the Proposals Committee and are actively seeking input on key priorities and areas that our members would like to see improvements. Dr. Hossain noted that Memorial is preparing for a transition in leadership with a new University President expected to take office and reminded members that it is important for the academic staff to stand together in solidarity which can have significant power in shaping the future of our institution. MUNFA will be watching closely as the University signals its priorities in this leadership transition.

Upcoming Events: Dr. Hossain advised that the Executive Committee has a meeting scheduled with the Acting President, J. Lokash, on May 7, 2025 and suggested if there is anything that members wish to have any concerns or priorities raised during the meeting, to please send comments to MUNFA as we rely on your input to guide our advocacy at the table. Members will be kept apprised of the issues discussed at the meeting.

Dr. Hossain discussed several campaigns and check-in with individual units that MUNFA will begin to roll out over the next few months. It was also noted that the Joint committees that were established in the last round of collective bargaining—Collegial Governance Committee (Appendix K) and Teaching Stream Committee (Appendix J) are towards the end of their mandates and should have their reports soon.

MUNFA is also exploring ways to adopt a more organizing-focused model, one that empowers ASM's, builds grassroots capacity, and strengthens our collective voice. Proposed changes may be brought to a special General Meeting or introduced during the Fall AGM.

In conclusion, Dr. Hossain thanked MUNFA committee volunteers who contribute to the work of the Association and encouraged other members to become involved in the very important work that is integral to MUNFA.

6. CAUT Defence Fund

- A) Dr. Bren LeFrancois (Social Work) and Dr. Ash Hossain (Business Administration) are the MUNFA CAUT Defence Fund Directors. Dr. Hossain is also the national Treasurer of the Defence Fund. Dr. Hossain provided an oral report to the membership giving an update on the recent meeting of the Defence Fund and an update on the finances of the Fund. Dr. Hosain also reviewed the purposes of the Defence Fund with a brief overview of the history of the CAUT Defence Fund and the fiduciary duties and responsibilities associated with being a Director.

7. Treasurer's Report

- A) The Treasurer's report was given by the MUNFA Treasurer, Ms. Erin Alcock (Q.E.II Library), noting that the MUNFA fiscal year runs from July - June. The interim financial statement for 2024-2025 and the proposed

budget for 2024-2025 were circulated to the membership for information and explained in detail.

For the upcoming fiscal year, the mil rate will remain unchanged and the MUNFA Strike Fund Levy will continue at the same levy fee to rebuild the strike fund. Ms. Alcock explained that the levy and the CAUT fees. It was also noted that there will be a transfer from the Legal Support Fund in order to maintain the targeted asset level as outlined in the MUNFA Constitution.

(GC25:002) MOVED (E. Alcock /G. Curtis) that the membership fees for 2025-2026 are as follows:

MUNFA members in the bargaining unit shall pay membership fees by payroll deduction at a rate of 11.5 mils (1.15%) of annual salary before any voluntary salary reductions for the purposes of using part of salary as a research grant. This shall include an \$8.00 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 mil rate of 11.5 mils (1.15%), minus CAUT Defence Fund dues.

Ms. Alcock directed members to the MUNFA Scholarship donation form included at the end of the information bulletin. In the past year, MUNFA has provided 6 scholarship awards in the amount of \$2500 each. 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.

MOTION CARRIED

8. Approval of General Meeting Minutes of October 28, 2024

(G25:003) MOVED (E. Alcock /S. Thorne) that the General Meeting minutes of October 28, 2024 be accepted.

MOTION CARRIED

9. Matters Arising from General Meeting Minutes of October 28, 2024

There were no matters arising.

10. Collective Agreement Administration

- A) Report of the St. John's Academic Freedom & Grievance (AF&G) Committee: Dr. Erika Merschrod (Chemistry) and Dr. Jon Church (Medicine, Retired) are the current St. John's AF&G Co-Chairs. In September 2025, Dr. John Sandlos will replace Dr. Merschrod as Co-Chair. Dr. Merschrod gave an oral report on the activities of the AF&G Committee from October – April 2024. Dr. Merschrod provided the AF&G statistics on the number of new Individual and Association grievances that have been filed and the queries that have been received from the membership during the previous six months. The AF&G Committee have resolved or closed 22 grievances; 1 grievance has been referred to arbitration in this time period. There are currently 3 arbitrations scheduled to be heard in the next six months. Dr. Merschrod noted that progress is being made with the mediation process, and the next set of mediation hearings are scheduled for June 2025. Dr. Merschrod advised that the AF&G Committee welcome invitations from members to hold sessions on academic freedom issues or promotion & tenure workshops and are happy

to visit any units that may request assistance with these processes. Dr. Merschrod also expressed thanks to the MUNFA Labour Relations Team, Amy Wadden (Labour Relations Officer) and Dale Humphries. (Labour Relations Coordinator).

- B) **Report of the Grenfell Campus AF&G Committee:** Dr. John Pope (School of Arts & Social Science, English), Chair of the Grenfell Campus AF&G Committee provided an oral report on the activities of the Grenfell Campus AF&G Committee from October – April 2024. Dr. Pope noted that Grenfell ASMs are still dealing with problems related to the fall out of the cyber-attack and provided an update on many of the issues that AF&G are working on in relation to the Tri-Council, ITS and research. GC AF&G are dealing with concerns related to term appointments not receiving appropriate remuneration. Dr. Pope noted AF&G's continued concern related to the leadership vacuum at Grenfell. Dr. Pope noted that following many concerns raised by Grenfell members, the Jodel social networking/application platform has been removed from the Grenfell Wi-Fi and the installation of signage for gender neutral washrooms were both seen as positive steps. i Dr. Pope thanked the MUNFA staff, Amy Wadden (Labour Relations Officer) and Dale Humphries. (Labour Relations Coordinator).

11. **MUNFA Committee Reports**

- A) **MUNFA Economic Benefits Committee:** Dr. Anne Graham (Modern Languages, Literatures & Cultures) , Chair, provided an oral report noting that the University Wide Benefits Committee met four (4) times since October 2024 to discuss the recommendations on the renewal rates which came into effect April 1, 2025. A Newsline was circulated to the University Community informing the University community of the new rates. Dr. Graham advised members to reach out if they have any issues or concerns related to their benefits plan.
- B) **Committee to Investigate a Permanent Teaching Stream (Appendix J):** Dr. E. Merschrod (Chemistry) and Dr. J. Rosales (Engineering) are the MUNFA representatives on the Committee. Dr. Merschrod provided an oral update noting that the report of their findings was submitted to the University. Dr. Merschrod gave a brief overview of the findings. Dr. Merschrod advised that the MUNFA representatives are hopeful that the report will be beneficial for the next round of Collective Bargaining. Dr. Merschrod encouraged contractual members to get involved with the upcoming Proposals Committee.

12. **Other Business**

There was no other business.

13. **Adjournment**

(E25:004) MOVED (D. Dyer/L.J. van den Scott) that the General Meeting adjourn.

MOTION CARRIED

Meeting Adjourned at 1:25 p.m.

Dr. Ashrafee Hossain
President, MUNFA

Date

CAUT Defence Fund Report

MUNFA General Meeting, Oct 28, 2025

Preface

Both Bren LeFrançois and Ash Hossain are CAUT Defence Fund (DF) Directors and MUNFA representatives at the CAUT Defence Fund (DF). DF has four (4) purposes which include providing to member faculty associations:

- 1) Strike (or lockout) benefits in the form of strike (or lockout) pay;
- 2) A million-dollar line of credit to pay for various expenses associated with a strike or lockout;
- 3) A loan to pay benefit premiums; and,
- 4) Support in the form of “flying pickets” (directors who fly to a strike site and walk the picket line with striking colleagues).

Summary of current situation of the Defence Fund

- The Defence Fund held its AGM on Oct 18, 2025, in Ottawa.
- The fund has total assets of roughly **\$40.1 million**.
- Faculty at Dalhousie University (DFA) were locked out by the administration on August 20th, 2025, which ended with an agreement in DFA’s favour on September 16, 2025. The Defence Fund remains robust despite the cost of this lockout.
- Associations whose benefits requests were approved at the AGM are: ULFA (University of Lethbridge Faculty Association), CBUFA (Cape Breton University Faculty Association), NUFA-CASBU (Nipissing University Contract Faculty). No strike dates are available yet for any of them.
- As of the writing of this report, CUPE 3912 part time faculty from Dalhousie, Mount St. Vincent and Saint Mary’s universities are in a strike position for the week of October 20th, 2025.
- MUNFA’s Ash Hossain was re-elected as Treasurer of the Defence Fund. This is an important position on the executive of the board of directors.

With solidarity and sincerely yours:

Ash Hossain (he/him) and Bren LeFrançois (they/them)



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)

