

MUNFA General Meeting
April 26, 2016 @ 11:00 a.m.
Room IIC-2001

Dr. George Jenner (MUNFA President) chaired the General Meeting. Grenfell College participated by teleconference.

1. Approval of Agenda

(G16:001) MOVED (J. Church/J. Snook) that the Agenda be accepted as amended.

MOTION CARRIED

2. President=s Report

Dr. Jenner reported on current issues before MUNFA noting concerns regarding the Provincial budget and the implications on faculty compliment and the University as a whole. Dr. Jenner noted that MUNFA representatives were invited to meet with the President and senior management. The MUN pension plan is a large concern, specifically the deferral of special payments. The Executive and the Pension Committee will ensure that the membership are kept informed as information is available.

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. Jenner reported that the Chair of the MUNFA Academic Freedom & Grievance Committee has filed 25-30 ATIPPA requests regarding spending at MUN and has received useful information back in response to the requests. The Association Grievance on Research Participation Agreement remains a concern and is still outstanding. MUNFA is waiting to hear back from Faculty Relations on this item.

The new MUNFA logo and website was launched in September 2016. There has been a reorganization of the MUNFA office. Jill Diamond-Strong retired on December 31, 2015. Amy Butt was hired in January as the new Grievance & Policy Officer dealing specifically with the Academic Freedom & Grievance Committee. James Farrell is the acting Executive Officer during Kelly Hickey=s maternity leave. Kim O=Reilly is the Office Manager handling the financial and Executive matters and the day to day operations of the MUNFA office. Alyse Stuart has been hired as the Membership and Communications Coordinator.

In an effort to improve communications with the Grenfell Campus, Amy Butt (GPO) and Anne Kearney (Executive Secretary) are participating in this meeting via teleconference from Grenfell Campus and have met with ASMs on Grenfell campus.

MUNFA just circulated the results of the recent election. Bas Kavanagh is the new incoming President. Robin Whitaker is the new Vice-President and we have four new Members-at-Large. Jon Church, current Vice-President will be stepping down from the Executive Committee and will become the new Chair the Academic Freedom & Grievance Committee. The Executive is looking at possible changes to the MUNFA Constitution surrounding the organizational structure of the Executive Committee.

3. Treasurer's Report

- A) The Interim Financial Statement for 2015-2016 and Proposed Budget for 2016-2017 was distributed to the membership (IB 2015/16:29). The Treasurer, Erin Alcock E. Alcock (QEII), reviewed the statement with the membership and moved the following motion regarding 2016-2017 membership dues.

(G16:002) MOVED (E. Alcock/J. Church):

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. Jenner noted that the Defence Fund provides support to faculty associations when on strike.

6. Approval of General Meeting Minutes of October 27, 2015

- (G16:003) MOVED (J. Church/E. Alcock) that the General Meeting minutes of October 27, 2015 be accepted as amended.

MOTION CARRIED

7. **Matters Arising from General Meeting Minutes of October 27, 2015**

A) Jenner reported that a group of MUNFA representatives from St. John's traveled to Grenfell Campus in December 2015 to meet with the membership. John Eustace from CAUT also attended the meetings. Two days were spent with the Grenfell Academic Freedom & Grievance Committee addressing questions and/or concerns raised by the Committee. This proved to be a very worthwhile experience.

B) **Divesting of Fossil Fuel Investments**

A memo to the MUNFA Executive was circulated to the membership (IB2015/16:29), A Recommendation regarding Divestments from Fossil Fuel Investments. Alcock reported that Legal Support Fund (LSF) Advisory Committee met with the financial advisor and was advised that this portion of the portfolio has fallen in value and that if MUNFA were to choose to divest from the energy sector at this time we would forgo potentially profiting from a rebound. A recommendation from the LSF to decrease MUNFA's exposure fossil fuels in the legal support fund. MUNFA's RBC Financial Advisor will be advised to not make any new direct purchases in the oil and gas sector, starting immediately, and that the markets be monitored for an appropriate opportunity to sell and reinvest this portion of the fund in other sectors. The MUNFA Treasurer will report on the status of this shift at all General Meetings until we are completely divested from Energy in the Legal Support Fund. The Executive Committee passed this recommendation.

C) **MUNFA Constitution**

As per Motion G15:010, the proposed amendment to Article VI4(a) was accepted as follows:

4. (a) In the case of the prolonged or permanent absence, or the resignation, of the immediate Past President, a further member at large shall be elected in accordance with Article XI, except that this further member shall be a person who has been a member of the previous Executive Committee of the Association. If there is no member available or willing to be nominated from the previous Executive Committee of the Association, a further member at large shall be elected in accordance with Article XI, except that this further member shall be a person who has been a member of any previous Executive Committee of the Association. If there is no member available or willing to be nominated from a previous Executive Committee of the Association, a further member at large shall be elected from the membership in accordance with Article XI.

8. 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. During the period of October 19, 2015 - April 8, 2016, seven (7) Individual, eight (8) Association were filed and forty-two (42) queries.

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. The Individual grievances were in relation to medical accommodation, unauthorized use of research/lab space, denial of course remission, rescinding of a tenure track-appointment, denial of vacation pay/teaching term appointment, investigation/travel request denial. The Association (Policy) grievances were filed in regards to allegation of gross misconduct, search committees, rescinding of tenure-track appointment, discipline, respectful workplace, breach of agreement - Honorary Research Professor, vacation pay, general office closures, denial of extra teaching. Church also noted that there are currently three arbitrations scheduled and five more that are waiting to be scheduled.

Church noted that the AF&G is a very active and important Committee with new issues arising all the time.

B) Report of the Grenfell Campus AF&G Committee: Julie Sircom gave a verbal report from the Grenfell Committee noting that there are currently two (2) Individual grievances that are still outstanding issues to be resolved regarding workload and computing infrastructure issues at Grenfell. There are twelve (12) queries/complaints regarding promotion & tenure, academic freedom, accommodation, LTD issues, delayed sabbatical. Grenfell continue to press the university administration about the promised childcare facility.

Sircom noted that MUNFA is now using a new software, LabourWare, to electronically track grievances and this has made an improvement to workload issues for the Grenfell Committee. A training workshop was held for grievance officers in December 2015 and was very helpful in recruiting new members on the Committee.

C) Sexual Harassment Board Report: The membership received a written report from the MUNFA representative(s) to the Board.

9. MUNFA Committee Reports

A) MUNFA Benefits Committee Report: There was a written report from the Committee. J. Snook noted that the issue of LTD not being paid on or after a date that a strike begins is not

in line with Labour Relations Act. Correspondence has been sent to the Administration to check into this issue.

- B) MUNFA Pension Committee: There was a written report from the Committee. G. Jenner also reported to the membership on the status of the MUN Pension Plan. Jenner noted that the Pension Committee has actuarial valuations done and if the return rate is down, adjustments are made. The pension is often under-funded. The Provincial Government advised MUN that it would not be providing the funds (\$21M) to make a legislated/mandated special payment to the MUN Pension Plan. The special payment(s) are based on actuarial evaluations of the pension plan, and the need to maintain solvency of the fund on a long-term basis. Since 2005/06 the province has provided MUN with the funds to make these special payments to its plan. MUN advised that the government indicated that it would be willing to grant a one-year deferral of the special payment, thus relieving MUN of the necessity to come up with the \$21M out of its operating budget, but only on the basis of a reform to the Plan.

The constituency groups of the Regents Pension Committee have formed an Ad-Hoc Advisory Pension Sub-Committee to prepare a response to the Government. Terms of Reference for the Ad-Hoc Committee are being drafted. Jenner reported that MUNFA has also been in contact with CAUT pension experts.

- C) Joint Employment Equity Committee: The membership received a written report, prepared by Tina Hickey, Employment Equity Officer.

10. Adjournment

(E16:004) MOVED (J. Church/E. Alcock) that the General Meeting adjourn.

Motion Carried

Signed by George Jenner, President MUNFA on December 7, 2016.