

MUNFA General Meeting
April 20, 2010
7:30 p.m.
HSC Main Auditorium

Dr. Ross Klein (MUNFA President) chaired the General Meeting. SWGC participated by teleconference.

1. Approval of Agenda

Since there was not a quorum, Dr. Klein noted that no motions would be entertained.

2. President's Report

The President's report was distributed at the meeting. Dr. Klein summarized the report.

- A) Collective Bargaining: The Collective Agreement 2010-2013 was ratified on February 2, 2010 and signed by MUN and MUNFA on February 26, 2010. Dr. Klein thanked the MUNFA Negotiating Committee members: Dr. Jon Church (Chief Negotiator), Dr. Sean Cadigan, Dr. Sonya Corbin-Dwyer, Mr. Chris Dennis, Professor Kjellrun Hestekin, Dr. George Jenner, Dr. Basil Kavanagh, Mr. Leroy Murphy, Dr. Lili Wang, Dr. Paul Wilson and Ms. Marian Atkinson (MUNFA Executive Officer/non-voting member).
- B) Air Quality Tests: MUNFA has had difficulty gaining the administration's compliance with requirements for annual air quality testing of on-campus buildings with asbestos. MUNFA attempted informal resolution but later referred the matter to arbitration. Specifically, Clause 26.06 of the Collective Agreement "Once per calendar year, the University shall perform air quality tests of the air in each air supply system in the buildings known to contain asbestos." Prior to arbitration the administration agreed to complete air quality tests. Some reports have been received but are still having difficulty getting results of past tests in the Health Sciences Complex.
- C) Information Request Policy: The administration has released an Information Request Policy for comment. MUNFA sought legal advice from its own legal counsel as well as CAUT (Canadian Association of University Teachers). MUNFA submitted a detailed statement regarding its concerns about the policy. We understand that we have effected significant changes in the policy, but won't know for sure until we see the final document.
- D) Travel Policy: The administration recently approved a new Travel Policy. The most significant change is an increase in per diems when traveling on university business (from \$48 to \$55 for a trip involving three or more days). MUNFA submitted a written critique of the proposed policy, including concern about the inadequacy of per diems for travel to U.K. and Europe, the policy around computing foreign exchange rates, and the need to increase

the amount permitted for taxi fare to/from home to the airport. We succeeded in effecting change in the amount permitted for taxi fares but not the other items.

- E) Survey of Members: MUNFA distributed Information Bulletin 2009/10:20 to all MUNFA members seeking their views of issues that need to be raised with the new MUN President. Dr. Klein summarized the issues that were raised by the membership.
- F) Association Grievances: Dr. Klein reported that six (6) Association grievances have been filed in the past year. The subject of these grievances include air quality testing, composition of departmental Promotion & Tenure Committee, two Association grievances regarding administrative appointments in the QEH Library, the recording of lectures without the consent of Academic Staff Members and joint appointments that have MOUs inconsistent with workload specifications in the Collective Agreement.
- G) Joint Association University Relations Committee (JAURC - Joint Committee): The Joint Committee has met once since the last General Meeting. Issues discussed include Joint Occupational Health and Safety Committee, Electronic Data Security Policy, administrative leave vs sabbatical leave, closing dates on advertisements for administrative positions, standardization of information sent to external referees in the promotion and tenure process, and amalgamation of Nursing programs.
- H) Meeting with New President Kachanoski: Dr. Klein reported that President Kachanoski was in St. John's and requested a meeting with MUNFA representatives. Dr. Klein, Dr. William Schipper, Dr. Robert Gendron and Mr. Chris Dennis attended on behalf of the MUNFA Executive. Dr. Klein gave an overview of the meeting noting that the concerns of MUNFA's members raised in MUNFA's recent survey were brought to President Kachanoski's attention as well as the issues of air quality and the inequitable workload at SWGC as well as inequities that exist on the St. John's campus.
- I) MUNFA Executive membership: Dr. Klein noted that Dr. George Jenner had stepped down as Treasurer; Mr. Chris Dennis has taken on that role (Mr. Dennis was also elected as Treasurer for 2010-11). Dr. Klein thanked all members of the 2009-10 Executive and welcomed new member Dr. Robert Kelly (Education) to the 2010-11 Executive.

3. Treasurer's Report

The Interim Financial Statement for 2009-2010 and Proposed Budget for 2010-2011 were distributed to the membership. Because there was not a quorum at the General Meeting, the membership fees for 2010-11 will remain status quo:

MUNFA members in the bargaining unit shall pay membership fees by payroll deduction at a rate of 8.6 mils (0.86%) 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 Laboratory Instructors shall pay a membership fee of \$115.00 per year.

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 8.6 mils (0.86%), minus CAUT Defence Fund dues.

4. Triennial Review of St. John's Academic Freedom & Grievance Committee (2007-2009)

Dr. Klein reported that the Executive appointed the Triennial Review Committee (Dr. Michael Wallack/Political Science, Dr. Sean Cadigan/History, and Dr. Paul Rice/Music). An Information Bulletin was distributed seeking submissions from MUNFA members on as aspect of items regarding the Academic Freedom & Grievance Committee.

5. Approval of General Meeting Minutes of October 27, 2009

Given the lack of a quorum, the approval of the General Meeting Minutes of October 27, 2009 was deferred to the next General Meeting.

6. Matters Arising from General Meeting Minutes of October 27, 2009

There were no matters arising.

7. Collective Agreement Administration

- A) Report of St. John's Academic Freedom & Grievance (AF&G) Committee: Dr. Dorothy Milne, Chair summarized the work of the AF&G since the October 2009 General Meeting. Six (6) Individual grievances were filed, nine (9) grievances continued from last year, seventy-three (73) new queries and complaints and one (1) grievance was referred to arbitration. Dr. Milne noted that fewer grievances were filed in this time period than in the previous year, but that the number of queries and complaints has increased two-fold.
- B) Report of SWGC Academic Freedom & Grievance (AF&G) Committee: Dr. Gerard Curtis reported on behalf of SWGC AF&G. Two (2) Individual grievances were filed and one (1)

has been referred to the Step 2 stage. The activity of the SWGC AF&G has increased in the past week and is considering a possible recommendation to the Executive for an Association grievance.

8. MUNFA Committee Reports

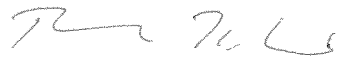
- A) MUNFA Economic Benefits Committee: The report of the MUNFA Economic Benefits Committee was distributed to the membership. There has been a long-awaited improvement for the "Basic Life Insurance."

Coverage for Basic Life Insurance will be 1 x salary, with a minimum coverage of \$70,000 for active employees under age 68, and retirees under age 65.

Coverage for Basic Life Insurance increases to \$7,000 for active employees between the ages of 68 and 72, and retirees between the ages of 65 and 72. This is funded by an increase in premium generated by higher insurance volumes and a per unit rate decrease of 14.9%.

9. Other Business

There was no other business and the meeting adjourned at 8:30 p.m.



Dr. R. Klein
MUNFA President



Date