

**MUNFA General Meeting
April 23, 2013 @ 11:00 a.m.
Room IIC-2001**

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

1. Approval of Agenda

(G12:001) MOVED (N. Bishop/P. Rice) that the Agenda be accepted. Motion Carried

2. President's Report

Dr. Klein noted that his written report was circulated at the meeting. A summary of the items follows:

Search and Review Committees for Administrators: There have been several grievances around the membership of search and review committees for administrators. Three remain outstanding and have been referred to arbitration. The issue is that the Memorial University of Newfoundland Policies and Procedures Governing the Appointment, Review, Promotion and Tenure of Academic Administrators provide that search and review committees have at least 50% of its members from the MUNFA bargaining unit. MUNFA is also aware that GSU and MUNSU would both like to have students on search and review committees for academic administrators. MUNFA met with the student unions and told them that the Vice-President (Academic) has the option to appoint students rather than administrators to these committees.

Unilateral Abrogation of the Collective Agreement: As a result of a grievance over tenure, MUNFA became aware that the Board of Regents has delegated to the President and Vice-President (Academic) responsibilities for appointment letters and letters relating to promotion and tenure. This delegation of responsibility is inconsistent with the Collective Agreement and MUNFA has since signed a Memorandum of Understanding agreeing with the change.

ATIPPA: MUNFA has had several inquiries around ATIPPA requests wherein Academic Staff Members (ASMs) have been asked for correspondence they wrote or received while serving on promotion and tenure or search committees. These requests are legal and ASMs are obligated to provide the relevant material.

Changes in P&T Expectations: In a public session held in February, three senior administrators advised that the Collective Agreement needs to be changed in order to acknowledge community engagement as a scholarly activity. The problem is not the Collective Agreement, but the administration's unwillingness to respect the provisions of the Collective Agreement.

New payroll system: The administration has shifted to a paperless pay system with payroll stubs available online. MUNFA has assisted ASMs who needed accommodation because of the new system. MUNFA is also pursuing concern raised by several members that personal information is contained with the pay stubs displayed online. MUNFA believes it is not acceptable to have this information online.

Association Grievances: There are nine (9) Association Grievances at the arbitration stage (Step 3). These include things such as Grenfell equivalencies, PDTER, Grant/Arbitration Deadlines, Review of Administrator/Grenfell, Parking, additional items to P&T Committees after the Committee's report, Respectful Workplace Policy, and Search Committees for Administrators.

Joint Association University Relations Committee (JAURC - Joint Committee): The Joint Committee has been meeting regularly, every second month. Some issues on the Joint agenda: Research Pool Accounts for Cooperative Education Coordinators/Field Education Coordinators, standardizing of information to P&T referees, timing of air quality tests, Joint and unorthodox appointments, parking issues, Bio-safety Management Committee and OH&S issues, and absence from campus forms.

MUNFA Website: The new MUNFA website is near ready to launch. An Information Bulletin will be distributed when that is done. The web page will shift to a non-MUN server and will allow corresponding with MUNFA without it being logged on the MUN server.

3. Treasurer's Report

A) Interim Financial Statement for 2012-2013 & Proposed Budget for 2013-2014: The membership received the Treasurer's financial reports (April 2013).

(G13:002) **MOVED (C. Dennis/B. Schrank) that**
MUNFA members in the bargaining unit shall pay membership fees by payroll deduction at a rate of 8.5 mills (0.85%) 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 8.5 mils (0.85%), minus CAUT Defence Fund dues.

Motion Carried

4. **Report from Proposals Committee**

Dr. Jon Church (Chair) reported that the Proposals Committee was struck in November and the MUNFA membership was asked for their comments and suggested changes to the Collective Agreement. The Proposals Committee consists of 17 members including the MUNFA staff. The Proposals Committee, when finished with the proposed revisions to the articles, will send the document to the Executive for review and approval. Once accepted by the Executive, the document will be sent to each individual member of the bargaining unit. An Information Meeting will then be arranged.

5. **Report from CAUT Defence Fund**

Dr. Bill Schipper (CAUT Defence Fund Delegate) reported that the current balance of the Defence Fund is \$28 million. Should a strike occur, a member's strike pay is paid by MUNFA for the first four days, and then by the Defence Fund. The association is also provided with a \$1 million line of credit by the Defence Fund.

6. **Approval of General Meeting Minutes of October 19, 2011**

(G13:003) MOVED (B. LeFrancois/P. Rice) that the General Meeting Minutes of October 19, 2011 be accepted. Motion Carried

7. **Matters Arising from General Meeting Minutes of October 19, 2011**

A) **Nursing School Consolidation**: Dr. Klein reported that the administration has advised that government funding to be provided for the consolidation was turned down; therefore, a consolidation of the nursing school is dormant.

8. **Notes of General Meeting of October 30, 2012**

There was no quorum for the General Meeting of October 30, 2012. Notes of the meeting were circulated for the membership's information.

9. **Committee Reports**

A) **Sexual Harassment Board**: The report of the MUNFA representatives to the Sexual Harassment Board was distributed at the meeting.

Dr. Klein noted that the Sexual Harassment Advisor had set up an information booth in the lobby outside the General Meeting location.

B) **St. John's AF&G Committee**: Dr. Dorothy Milne (Chair) presented an oral report. Dr. Milne reported that AF&G has approximately 60 items on its biweekly agenda. As of October 15, 2012,

there were 47 cases on AF&G's agenda, and another 49 cases arose in the past 6 months. Some of the issues: dismissal for cause, banning from campus, tenure denial, promotion, plagiarism charges, and reduction in laboratory space. There have also been quite a few queries about retirement, DELT and the handling of grants and grant applications by the Office of Research Services.

- C) Grenfell AF&G Committee: Issues on the agenda of the Grenfell AF&G include: PDTER, Search Committees, work load, tenure denial and negative third year tenure review. Grenfell have held three Joint meetings with the administration. Issues outstanding on the Joint agenda at Grenfell include: day care, spousal appointments, and CEQs.

10. Other Business

On behalf of MUNFA members in the Department of Mathematics & Statistics, Dr. Tom Baird presented a petition to MUNFA. Dr. Baird reported that the department held a meeting in February 2012 at which there was widespread opposition towards Clause 23.05 in the 2010-2013 Collective Agreement. The clause limits teaching term appointments to a twelve month period which is a change from the 2007-09 agreement where three year appointments were permitted. The members that signed the petition believe that MUNFA should work toward restoring multi-year teaching term appointments in the next agreement.

11. Adjournment

(G13:004) MOVED (P. Rice/) that the meeting adjourn.

Motion Carried



Dr. Ross Klein
MUNFA

28 Oct 13
Date