

**MUNFA General Meeting  
April 28, 2014 @ 11:00 a.m.  
Room IIC-2001**

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

**1. Approval of Agenda**

(G14:001) MOVED (N. Bishop/J. Church) that the Agenda be accepted as amended.

Motion Carried

**2. National Day of Mourning - Workers Memorial**

Dr. Klein noted that April 28<sup>th</sup> is a National Day of Mourning commemorating workers who have been injured or lost their lives in the workplace. MUNFA has participated with the NL Federation in the past, but given this year's conflict with MUNFA's General Meeting, Dr. Klein asked that the membership take a minute of silence in honor of those workers.

**3. President's Report**

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

Dr. Klein presented his twelfth report in his sixth year as MUNFA President. Dr. George Jenner (Earth Sciences) will succeed Dr. Klein as MUNFA President.

There has been an increase in the number of grievances being referred to arbitration. Outstanding grievance issues include an administrator entering an ASM's office and removing material, an administrator changing a student grade submitted by an ASM, a practice of relieving from duties ASMs who have been recommended for dismissal but before an arbitration was held, and a practice of banning from campus ASMs who were recommended for dismissal but before an arbitration was held. There are also concerns about the lack of support and the policies of the Office of Research and the Office of the VP Research.

Items on the agenda of the Joint Association University Relations Committee (JAURC) include regulations around driving on university business, standardizing of information sent to Promotion & Tenure referees, timing of air quality tests, copyright issues, Google e-mail and non-renewal of Windows SP. Also discussed are salary based research grants and Research Pool Accounts, RNC officers carrying guns in classrooms and the use of ATIPPA that raises concerns of MUNFA members.

MUNFA is also concerned with a statement by the VP Research (VPR) that there will be a doubling of scholarly output by 2020. Some individual ASMs have written to the VPR with their concerns and MUNFA will need to formulate a collective position and strategy to deal with this.

A committee has been appointed to conduct a Triennial Review of the St. John's AF&G Committee; A. Balsara (QEII), E. Yeoman (Education) and S. Cadigan (History).

MUNFA is also undertaking a review of cases heard by AF&G with a view to determining whether there are patterns with regards to differences based on gender, ethnic or racial background, or other personal characteristics.

MUNFA's new Executive Officer, Kelly Hickey, was appointed in November 2013. Dr. Klein thanked both the current MUNFA staff for their work as well as the outgoing MUNFA Executive members Vimala Raheja (Coop/Business), Paul Wilson (Counseling/Grenfell) and Sue Ghazala (Biochemistry).

#### 4. Treasurer's Report

A) The Interim Financial Statement for 2013-2014 and Proposed Budget for 2014-2015 was distributed to the membership (IB 2013/14:26). The Treasurer Elect, Erin Alcock (QEII), moved the following motion regarding 2014-2015 membership dues.

(G14:002) MOVED (E. Alcock/E. Browne):  
MUNFA members in the bargaining unit shall pay membership fees by payroll deduction at a rate of 8.5 mils (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

#### 5. Report of MUNFA Negotiating Committee

Dr. Church referred to Negotiating News # 7 (<http://www.mun.ca/munfa/nn072014.pdf>) distributed to the membership on April 25, 2014. MUN as not responded to MUNFA's salary and benefit

proposal of March 26, 2014. Meetings with the administration are scheduled for May 2, 15 and 16. The MUNFA Negotiating Committee will continue to keep the membership informed as soon as possible of any developments.

**6. CAUT Defence Fund**

Dr. Klein reported that there had been two major strikes. Academic Staff Members were locked out at the University of New Brunswick but a settlement has since been reached. There was also a lengthy strike at Mount Allison University and a settlement has been reached there as well.

**7. Approval of General Meeting Minutes of October 15, 2013**

(G14:003) MOVED (N. Bishop/B. LeFrancois) that the General Meeting minutes of October 15, 2013 be accepted. Motion Carried

**8. Matters Arising from General Meeting Minutes of October 15, 2013**

There were no matters arising.

**9. Collective Agreement Administration**

- A) Report of the St. John's Academic Freedom & Grievance (AF&G) Committee: Dr. George Jenner (Chair) gave a verbal report. During the period of October 1, 2013 to April 4, 2014, seven (7) Individual Grievances were filed. The AF&G Committee also dealt with 39 queries from the membership. During this period thirteen (13) Individual grievances were resolved and/or closed. Four (4) Individual grievances were referred to arbitration. The AF&G Committee meet weekly (biweekly in the summer) and maintain a running agenda of approximately 70 items.
- B) Report of the Grenfell Campus Academic Freedom & Grievance (AF&G) Committee: Dr. Jim Duffy reported that two Individual grievances were referred to arbitration regarding non-extension and a tenure denial. Five (5) Association grievances have been filed regarding Grenfell Campus.

**10. MUNFA Committee Reports**


- A) Sexual Harassment Board Report: The report of MUNFA's representatives to the Sexual Harassment Board was distributed to the membership.
- B) MUNFA Pension Committee Report: The report of the MUNFA Pension Committee was distributed to the membership.

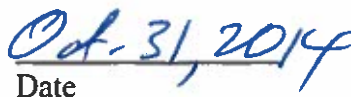
- C) MUNFA Benefits Committee Report: The report of the MUNFA Benefits Committee was distributed to the membership.

11. Adjournment

(E14:004) MOVED J. Church/) that the General Meeting adjourn.

Motion Carried

  
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Dr. George Jenner  
President, MUNFA

  
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Date