

**MUNFA General Meeting
April 28, 2015 @ 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

(G15:001) MOVED (J. Church/N. Bishop) that the Agenda be accepted as amended.

Motion Carried

2. President's Report

Dr. Jenner noted that MUNFA is in the process of upgrading its web site and plan, in the fall, to include Face book and Twitter.

MUNFA and CAUT hosted a communications workshop in St. John's on April 7, 2015. CAUT presented a half-day communications workshop to members of the MUNFA Executive and the Grievance Committee. A half-day workshop was also held that was open to MUNFA members.

An ongoing issue that the Executive has been dealing with is Cooperative Education since it is no longer an individual unit.

The Researcher Participation Agreement (RPA) is the subject of an Association Grievance. The Association contends that the university's requirement that Academic Staff Members (ASMs) must sign a RPA before research funds are released to an ASM is a violation of the Collective Agreement. It is MUNFA's position that this requirement is an unreasonable rule or policy of the university.

Items on the agenda of the Joint Association University Relations Committee (JAURC) include standardizing of information sent to Promotion & Tenure referees, DELTs and copyright, Bio safety management committee and salary based research grants.

The membership were earlier informed that MUNFA is 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. This review is ongoing.

3. Treasurer's Report

A) The Interim Financial Statement for 2014-2015 and Proposed Budget for 2015-2016 was distributed to the membership (IB 2014/15:25). The Treasurer Elect, Erin Alcock (QEII), moved the following motion regarding 2015-2016 membership dues.

- (G15:002) **MOVED (E. Alcock/B. Kavanagh):**
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

4. **Approval of General Meeting Minutes of October 29, 2014**

- (G15:003) **MOVED (J. Church/E. Alcock)** that the General Meeting minutes of October 29, 2014 be accepted. Motion Carried

5. **Matters Arising from General Meeting Minutes of October 29, 2014**

There were no matters arising.

6. **Triennial Review Report of St. John's Academic Freedom & Grievance Committee**

The report of the Triennial Committee of the St. John's AF&G was circulated to the membership. Dr. Jenner thanked the Triennial Committee members (A. Balsara-Chair, N. Roy and E. Yeoman) for their work. The Executive has received the report, will consider its recommendations and report back to the membership on implementation of the recommendations.

7. **Notice of Motions (from MUNFA Executive)**

- A) **MUNFA Constitution:** A draft Constitution was circulated to the membership.

- (G15:004) **MOVED (J. Church/N. Bishop)** that the MUNFA membership accept the MUNFA Constitution as amended. Motion Carried

- B) **Terms of Reference – St. John's AF&G Committee:** A draft Terms of Reference was circulated to the membership.

(G15:005) MOVED (J. Church/C. Dennis) that the MUNFA membership accept the Terms of Reference, as amended, of the St. John's AF&G Committee. Motion Carried

C) Terms of Reference--Grenfell AF&G Committee: A draft Terms of Reference for the Grenfell AF&G was circulated to the membership.

(G15:006) MOVED (J. Church/L. Rolland) that the MUNFA membership accept the Terms of Reference, as amended, of the Grenfell AF&G Committee. Motion Carried

8. Notice of Motion re: Divesting of Fossil Fuel Investments

The MUNFA Executive received a proposed motion from Divest MUN. The Executive did not accept nor reject the motion. The proposed motion, included with correspondence of January 26, 2015, was circulated to the membership.

(G15:007) MOVED (G. Curtis/R. Whitaker) That MUNFA support Divest MUN in their effort to encourage fossil fuel divestment of Memorial University's endowment and investment funds, and further that MUNFA call on its representatives on the University Pension Committee of Memorial to explore similar measures with respect to Memorial's pension funds. Further that MUNFA also begin a process of exploring divesting from any fossil-fuel investments it has in its own funds/portfolios.
Motion Carried

9. Collective Agreement Administration

A) Report of the St. John's Academic Freedom & Grievance (AF&G) Committee: Dr. Basil Kavanagh (Chair) gave a verbal report. During the period of October 8, 2014 to April 10, 2015, eight (8) Individual and seven (7) Association grievances were filed. The Individual grievances concern PhD supervision in the interdisciplinary program, PDTER, course registration for graduate course, teaching assignment, marking assistance, IP: academic Freedom and denial to vote on spousal appointment. Association grievances concern the RPA, respectful workplace investigation, Grenfell Computing & Communications, Grenfell term appointments, MITACS Grant, DELT/Copyright, and search procedures in Cooperative Education. The AF&G Committee also dealt with 49 queries from the membership. During this period seven (7) Individual and six (6) Association grievances were resolved and/or closed. Three grievances were referred to arbitration.

B) Report of the Grenfell Campus AF&G Committee: The written report of Adam Beardsworth (Chair) was circulated. Dr. Gerard Curtis, on behalf of the Chair, summarized the report. There are currently five (5) active grievances at Grenfell. Two are Individual grievances relating to the absence of remuneration for graduate co-supervisors. There are three (3) Association grievances: two concerning the change of grades and one regarding services of

Computing & Communications. One individual grievance was resolved which will have a positive impact for term appointees at Grenfell. The Grenfell AF&G has begun an investigation into a series of complaints about systemic discrimination at Grenfell. MUNFA Executive Officer Kelly Hickey visited Grenfell and met with seven ASMs.

10. MUNFA Committee Reports

- A) MUNFA Benefits Committee Report: The report of the MUNFA Benefits Committee was distributed to the membership. Dr. J. Snook (Chair) presented the report.
- B) Joint Equity Committee: MUNFA membership received an annual report from Tina Hickey, Employment Equity Officer / Joint Equity Committee.


11. Adjournment

(E15:008) MOVED (J. Church/N. Bishop) that the General Meeting adjourn.

Motion Carried



Dr. George Jenner
President, MUNFA



Date