

**MUNFA General Meeting
October 25, 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

(G10:001) MOVED (J. Church/S. Curtis) that the agenda be accepted. Motion Carried

2. President's Report

The President's report was distributed at the meeting. Dr. Klein spoke to the proliferation of university policies including: Information Request Policy, Electronic Data Security Policy and Sexual Harassment Policy and Procedures.

Association grievances: Dr. Klein reported that a number of Association grievances were pursued over the past year. Since last October, seven Association grievances were filed, five were settled and two are close to settling (recording of lectures and joint appointments). Four remain outstanding and involve air quality tests, procedural problems in reviews and searches in the library, and issues surrounding a departmental search committee.

Joint Association/University Relations Committee: The Joint Committee met three times since the last General Meeting. Some of the issues discussed include:

- policy around business card & personal website,
- electronic data security policy,
- remote desktop access,
- administrative leave vs sabbatical leave,
- standardization of information sent to external referees in P&T process,
- amalgamation of Nursing programs,
- IT storage - SunGard.

MUNFA Scholarship Fund: MUNFA established a scholarship fund in the mid-1970s. The fund provides scholarships in the amount of \$2,500. The number of scholarships is determined by the amount in the fund over and above a minimum principal of \$250,000. Dr. Klein encouraged the MUNFA membership to contribute to the fund.

MUNFA Committees: Dr. Klein noted that the strength of the Association depends on the participation of volunteers and encouraged the membership to become involved, particularly academic units with a limited participation.

3. Treasurer's Report

The membership received the Financial Statement for 2009-2010 and Proposed Budget for 2010-2011 prepared by Treasurer Christopher J. Dennis. Dennis spoke to the financial statement and was available to answer questions.

A member from SWGC questioned some of MUNFA's investments (responsible and ethical investments). Mr. Dennis replied that the Pension Committee is currently looking at responsible investing and that a decision reached by that Committee will probably affect MUNFA's investments.

Dr. Sweeny noted that MUNFA is currently in a reasonable financial position and suggested that MUNFA use some of the surplus funds for a donation to the MUNFA Scholarship Fund. Dr. Klein replied that the Executive would consider Dr. Sweeny's suggestion.

(G10:002) MOVED (C. Dennis/A. Lonardo) that:

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 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.

MOTION CARRIED

4. CAUT Defence Fund

MUNFA's Defence Fund Trustees are William Schipper (English) and Angela Lonardo (QEII Library). The Strike Fund was founded in 1978 to provide a strike fund for unionized faculty associations in Canada. When an association is on strike, the Defence Fund provides strike pay (currently \$80 per day per full-time member), provides an interest-free loan for six months to cover premiums for insured benefits, provides an interest-free line of credit for six months, and other kinds of support. A strike is currently ongoing at the Northern Ontario School of Medicine Faculty Association. The Fund held its annual meeting on October 16, 2010. The Strike Fund is currently worth more than \$22 million. There are currently 37 member associations in the Fund that

represents more than 10,000 academic staff and librarians.

5. Approval of General Meeting Minutes

(G10:003) MOVED (J. Church/A. Lonardo) that the General Meeting minutes of October 27, 2009 be accepted. MOTION CARRIED

(G10:004) MOVED (J. Church/W. Schipper) that the General Meeting minutes of April 20, 2010 be accepted. MOTION CARRIED

6. Matters Arising from General Meeting Minutes

Dr. Klein noted that any matters arising from the General Meeting minutes were included in the President's report.

7. Triennial Review of St. John's Academic Freedom & Grievance Committee

The Report of the Triennial Review Committee was distributed to the membership. The report covered the period of January 1, 2007 - December 31, 2009. There were four recommendations:

- "1) That a document be provided to each griever at step two which identifies the rights and obligations of a griever and MUNFA in subsequent procedures.
- (2) That the relationship between a griever and the lawyer for MUNFA be made clear in such a document.
- (3) That the realistic expectations for any monetary settlement be identified for the griever prior to any negotiation on behalf of the griever.
- (4) That a summary document outlining the main issues and outcomes for each case that proceeds past step two be prepared by the case officer at the conclusion of such cases."

Klein reported that the Executive considered the recommendations and agreed that the requirements of Recommendations 1, 2, and 3 are now met by the AF&G Committee as the AF&G Case Officers meet with each Individual griever prior to a Step meeting with the administration. The issues in these recommendations are discussed with the griever at that time. Recommendation 4 proposes that a summary document be prepared for each case that proceeds past Step 2 (i.e., to arbitration/Step 3). The AF&G currently meet this recommendation as well given that a written recommendation is prepared when the AF&G recommend to the Executive that a grievance proceed to Step 3.

8. Collective Agreement Administration

A) St. John's AF&G Committee: The annual report (2009-2010) of the St. John's AF&G Committee was distributed.

- B) SWGC AF&G Committee: Dr. Gerard Curtis reported that it had been a quiet year at SWGC. A settlement had been reached on one grievance regarding leave. Other issues monitored by the SWGC AF&G include Committee structure, promotion and tenure, and search procedures.
- C) Joint Occupational Health & Safety: Dr. Robert Gendron presented a verbal report. The Joint Committee has been active in OH&S restructuring that followed from a workshop of all campus unions. It was agreed, after consultation with government, to proceed with a site-based configuration. Given the number of sites on campus, there will be approximately 27 new OH&S committees. Volunteers for these site-based committees will be required. The Tier 1 Committee (which is the University OH&S at St. John's) has met a few times. This is a very constructive committee where all parties can meet on a regular basis and talk about issues that cannot be resolved at lower level committees. Issues being dealt with by the OHS include the handling of hazardous chemicals and WHIMS training.

9. MUNFA Committee reports

- A) MUNFA Pension Committee: The report of the MUNFA Pension Committee was circulated; Ms. Angela Lonardo (Chair) was present to answer questions.
- B) MUNFA Scholarship Trust Fund Committee: The report of the MUNFA Scholarship Committee was circulated; five scholarships were awarded for 2010-2011.

10. Other Business


There was no other business.

11. Adjournment

(G10:005) MOVED (C. Dennis/J. Church) that the General Meeting adjourn.

Motion Carried

Meeting Adjourned: 8:30 p.m.



Dr. Ross Klein
MUNFA President

25 April 11
Date