

## ***NOTICE OF GENERAL MEETING***

**TO:** All MUNFA Members  
**FROM:** The MUNFA Executive Committee  
**DATE:** April 10, 2018  
**SUBJECT:** **MUNFA GENERAL MEETING**  
**MONDAY, APRIL 23, 2018**

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A General Meeting of MUNFA will be held on:

**MONDAY, APRIL 23, 2018**

**AT 11:00 a.m.**

**IN**

**ROOM A-1043 (ST. JOHN'S CAMPUS)**

**ROOM AS-275 (GRENFELL CAMPUS)**

MUNFA members at Grenfell Campus (GC) will be participating in the meeting through videoconference.

An agenda and documents for the meeting are attached.

***COFFEE/TEA AND REFRESHMENTS WILL BE  
AVAILABLE FOLLOWING THE MEETING.***



**MUNFA**  
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## **AGENDA**

### **of a General Meeting of the Membership of MUNFA**

**Monday, April 23, 2018 @ 11:00 a.m.**

**Room A-1043**

**Grenfell Campus will participate by videoconference (AS-275).**

1. Approval of Agenda
2. President's Report
3. Treasurer's Report
  - a. Interim Financial Statement for 2017-2018 (and)  
Proposed Budget for 2018-2019
4. CAUT Defence Fund Report
5. Approval of General Meeting Minutes of October 25, 2017
6. Matters Arising from General Meeting of October 25, 2017
7. Collective Agreement Administration
  - a. Report of the St. John's Academic Freedom & Grievance Committee
  - b. Report of the Grenfell Campus Academic Freedom & Grievance Committee
8. MUNFA Committee Reports
  - a. MUNFA Benefits Committee
  - b. MUNFA Pension Committee
  - c. Other Committees
9. Other Business

**DRAFT**  
**MUNFA General Meeting**  
**October 25, 2017 @ 7:30 p.m.**  
**Room EN-2006**

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

**1. Statement of Territorial Acknowledgement**

Dr. Whitaker opened the meeting by making a Territorial Land Acknowledgement.

**2. Meeting Restrictions and Conduct**

Dr. Whitaker thanked the attendees for coming out to the meeting and reminded everyone that the meeting is restricted to MUNFA members, including MUNFA retirees and that while robust discussion and debate are welcome, the discussion must be conducted civilly as all MUNFA events are free of harassment and discrimination.

**1. Approval of Agenda**

(G17:005) MOVED (J. Church/A. Bath) that the MUNFA General Meeting Agenda be accepted.

MOTION CARRIED

**2. President's Report**

Dr. Whitaker introduced the MUNFA Executive Committee and the MUNFA Staff and advised that a wine and cheese reception will be held in the lobby following the meeting.

Dr. Whitaker outlined the main issues currently on-going with the Administration as follows:

**Collective Bargaining:** On July 7, 2018, MUNFA gave notice to the University of the Association's intention to enter into collective bargaining. MUNFA struck a Proposals Committee who finalized the draft proposals and members were advised that they are available on the password protected area of the MUNFA website. The names of the members of the Negotiating Committee are also available on the website. Dr. Whitaker thanked all those involved and noted that a show of solidarity and support for the Association is important to protect academic freedom, especially during the upcoming months as there are a lot of very important issues for MUNFA.

**MUNFA Grievances and Arbitrations:** Dr. Whitaker provided an overview of several main issues currently on-going with the Administration regarding Association Grievances, including the Grenfell Childcare Centre, the expansion of the Conflict of Interest Policy, the integration of departments in Humanities and Social Sciences, and the unfair assignment of work to contract colleagues. Dr. Whitaker also pointed out several of MUNFA's successes on key grievances related to academic freedom as well as the supervisory work in the Interdisciplinary PhD program

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University Governance: MUNFA continues to push for reform of the Board of Regents, which would allow faculty members to sit as Regents.

The MUN Pension Plan: The Provincial Governments has ordered Memorial to restructure its pension plan and has announced its intention to replace the government guarantee with a Joint Sponsorship arrangement. MUNFA is working with the other unions on campus and also looking at all options to find the best outcome for MUNFA members.

Intellectual Property (IP) and Research issues: MUN has proposed significant changes, most notably, the introduction of creator-owned IP. MUNFA has been working with an IP lawyer to ensure these issues are resolved in ways that will benefit faculty.

Dr. Whitaker also noted that MUNFA is supporting CAUT's Get Science Right campaign to call on government to adopt the full recommendations of the Naylor review for federal support for basic research. MUNFA will be lobbying NL MPs and meeting with the Minister of Advanced Education & Skills in the coming months.

Dr. Whitaker thanked the MUNFA Staff, all of the MUNFA Committee volunteers and Dr. Basil Kavanagh who served as MUNFA President from September 2017-May 2018. Dr. Whitaker also urged members to become involved in the work of the Association.

3. **Treasurer's Report**

- A) The Interim Financial Statement for 2016-2017 was distributed to the membership (IB 2017/18:12). The Treasurer, Erin Alcock (QEII), reviewed the statement with the membership noting that this is a year to date statement up to June 30, 2017. Ms. Alcock thanked her predecessor, Ms. D. Taylor-Harding and also thanked the MUNFA Staff. Ms. Alcock noted that more of the investments from the Legal Support Fund have been divested from oil and gas and we will continue to divest as the opportunities arise.

4. **CAUT Defence Fund**

Dr. Bill Schipper (MUNFA CAUT Defence Fund Trustee) gave an oral report providing an overview of the purpose of the Defence Fund, noting that the Defence Fund provides support to faculty associations when on strike. Dr. Schipper noted that the Defence Fund is in a healthy financial position and gave an update on the finances of the Fund. Dr. Schipper announced that Dr. Brenda LeFrancois (Social Work), who was approved as MUNFA Delegate, was elected as the second MUNFA CAUT Defense Fund Trustee at the CAUT Council meeting in October 2017.

5. **MUNFA Constitution**

- A) The membership received a copy of the Constitution (circulated as a Notice of Motion – IB2017/18:11) with proposed amendments in order to update the language to reflect current practices. The terms and membership of the MUNFA Executive Committee, which were

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discussed at the April 2017 General Meeting, were also incorporated in the Constitution. Dr. Anne Kearney (MUNFA Secretary) reviewed all the proposed changes to the Constitution, outlining the rationale for the changes. Discussion was held and further amendments were received from the membership regarding Article IV (Membership and Fees) and Article XIV (MUNFA Strike Fund).

(G17:006) MOVED (A. Kearney/E. Alcock) that the MUNFA Constitution be accepted as amended.

MOTION CARRIED

B) Terms of Reference of the MUNFA Nominating and Balloting Committee: The membership received a copy of the Notice of Motion (IB2017/18:11) with proposed amendments to the Terms of Reference of the MUNFA Nominating and Balloting Committee which require the approval of the membership at a General Meeting, as per Article IX (1). The changes are required to reflect the new composition of the Executive committee Structure. Dr. Anne Kearney (MUNFA Secretary) took the members through all the proposed changes outlining the rationale for each change. Discussion was held and further amendments were received from the membership.

(G17:007) MOVED (A. Kearney/M. Kirkpatrick) that the Terms of Reference of the MUNFA Nominating and Balloting Committee be accepted as amended.

MOTION CARRIED

## 5. Approval of General Meeting Minutes of April 18, 2017

(G17:008) MOVED (W. Schipper/ D. Duda) that the General Meeting minutes of April 18, 2017 be accepted as amended.

MOTION CARRIED

## 6. Matters Arising from General Meeting Minutes of April 18, 2017

There were no matters arising

## 7. Collective Agreement Administration

### A) Report of the St. John's Academic Freedom & Grievance (AF&G) Committee:

Dr. Steve Butt (Chair) gave a verbal report on the activities of the AF&G Committee, noting that the AF&G Committee remain as one of the most active MUNFA Committees. Dr. Butt thanked A. Wadden, MUNFA Grievance and Policy Officer and J. Farrell (MUNFA Legal Officer) noting that these staff positions enable timely interaction with MUNFA members and improved preparation for arbitrations. Dr. Butt advised that individual grievances deal with ASM's rights and privileges being removed with individual remedies for these cases. Association Grievances deal with policy issues when MUNFA believes there are problems with how the Collective Agreement is interpreted and the

remedy will benefit all ASMs and provided AF&G statistics on grievances and queries received during the previous six months. Dr. Butt also gave a synopsis of cases that the Committee are currently dealing with including issues on conflict of interest, gender equity

- B) Report of the Grenfell Campus AF&G Committee: Dr. Robert Scott (Chair) gave a verbal report from the Grenfell Committee noting that the current issues they are dealing are in relation to increase of parking fees, the denial of banner access to contract staff and library cuts. The issue of the Childcare center at Grenfell also remains outstanding.
- C) Joint Association/University Relations Committee (JAURC): (1) St. John's Campus: Dr. Jon Church (MUNFA Vice-President) gave an oral report on the activities of the JAURC. The Committee is mandated by Article 1 of the Collective Agreement and the purpose is to review matters and foster communication and cooperation by both Parties with an attempt to keep the issues from becoming a grievance. If there is no resolution through the JAURC meetings, MUNFA can file a grievance. The Committee meet every two months, and the minutes are recorded. Dr. Church noted the current issues being discussed at the JAURC meetings are: health and safety issues for pedestrians with regards to the proposed roundabouts, off campus use of equipment, issues with the Blundon Centre.
- (2) Grenfell Campus: Dr. Nathalie Pender gave an oral report on the activities of the JAURC at the Grenfell Campus. The current issues being discussed are library cuts and working conditions for contract academic staff.

## 8. MUNFA Committee Reports

- A) MUNFA Pension Committee Report: Dr. Ken Snelgrove, Chair of the MUNFA Pension Committee, presented a verbal report, providing an extensive overview of the Pension plan and outlining the issues surrounding the discussions with other Unions on campus and the Administration regarding the possible move to a joint sponsorship plan. Dr. Snelgrove also reported on the other activities and options that MUNFA is exploring in relation to changes with the MUN Pension Plan. Dr. Snelgrove noted that Dr. Robert Sweeny, who was a long-serving member and Chair of the Pension Committee, has retired from the University and thanked him for his service and pension guidance over many years.

Dr. Whitaker advised that MUNFA will keep the membership updated and will be seeking any feedback in relation to the Pension Plan.

## B) MUNFA Scholarship Trust Fund

The report of the Scholarship Trust Fund Committee was distributed to the membership.

## 9. Other Business

- A) Long Term Disability (LTD) and Life Insurance: There was a discussion regarding the issue of LTD beyond age 65 and life insurance beyond 72 years of age. Dr. Whitaker

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advised that MUNFA is looking into issues regarding the age threshold.

- B) Campus Coalition: Dr. Whitaker announced that the Canadian Federation of Students will be holding a Townhall meeting on November 4, 2017 at 2:00, regarding The Future for Students and encouraged all to attend.

10. Adjournment

(E17:007) MOVED (C. Dennis/A. Bath) that the General Meeting adjourn.

MOTION CARRIED

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Dr. Robin Whitaker  
President, MUNFA

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Date

**Pension Committee Report  
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While there has been much activity with pensions at Memorial University this year, a large majority of MUNFA efforts relates to redesign of a new Jointly Sponsored (JS) pension plan as requested in 2015 by the Provincial Government. While JS negotiations are progressing between Memorial University and the 3 campus unions (MUNFA, NAPE and CUPE), much depends on the implementation of a plan to address the unfunded liability that has accumulated. This amount is estimated to be \$164M. It is Memorial's intention to amortize this amount over a 30-year period. The University is currently reviewing financing alternatives.

Meanwhile, the business of managing the existing Sole Sponsored (SS) Memorial University Pension continues. Only essential plan maintenance is being conducted given that the expected governance structure changes that will occur under the new JS scheme.

MUNFA representation on the Performance Review Committee and Board of Regents Pension Sub-Committee oversaw the replacement of the international equities fund manager due to their continued under performance compared to benchmarks. International equities represents ~10% of pension plan value. Aberdeen Managed Investments was replaced with a group of three new managers (Fiera, Wellington, and Baillie-Gifford). The plan actuary, Eckler Ltd, aided the search, short-listing and interview process for these replacement firms. Formal handover of assets was completed last month.

As of March 31, 2017 the plans funded ratio was 86% with asset valued at \$1.50B and pension obligations valued at \$1.74B. Plan investments returned 11.87% over the previous 1-year period and 6.52% over the previous 10-year period. This compares well to the plan's expected return of 5.8% (i.e. the discount rate). However, existing plan deficits are due primarily to future expectations of lower investment returns and increased pensioner longevity. While statistics to March 31, 2018 are not yet available, the value of plan assets has recently increased to \$1.559B.

**2017-2018 MUNFA Pension Committee Members**

- Ken Snelgrove (Chair), Engineering & Applied Sciences
- Stephen Butt, Engineering & Applied Sciences
- Alison Coffin, MUNFA Executive Officer
- Veeresh Gadag, Medicine
- Don Gamble, Modern Languages, Literatures & Cultures
- Alan Hall, Sociology
- Rebecca Law, Pharmacy
- J.C. Loredó-Osti, Mathematics & Statistics
- Sudhir Shah, Business Administration
- Guang Sun, Medicine
- Hamid Usefi, Mathematics & Statistics
- Hong Wang, Mathematics & Statistics
- Jim Wyse, Business Administration (Retired)





**MUNFA Economic Benefits Committee Report  
for the MUNFA General Meeting  
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With increasing fiscal and other pressures, such as increasing population age, our group benefits continue to be a hot topic.

MUN offers a suite of group insurance plans to eligible employees. Often times, we forget what our benefits are or what changes might have been implemented over time. We invite you to familiarize yourself with the current group plans, particularly the plans that you contribute to: *What benefits do they offer? When and under which conditions do they benefit you or your dependents? When do the eligibility for these plans/benefits start and end?*

The current MUN employee group benefits guide can be found at:

[http://www.mun.ca/hr/services/benefits/2017\\_EMPLOYEE\\_GROUP\\_BENEFITS\\_GUIDE.pdf](http://www.mun.ca/hr/services/benefits/2017_EMPLOYEE_GROUP_BENEFITS_GUIDE.pdf).

We take this opportunity to remind you that many years ago, a Special Appeals Authorization Committee (SAAC) was established at MUN. This committee may be useful when drugs are prescribed to employees, but are not normally covered by our health insurance carrier (Medavie Blue Cross) and Special Authorization coverage has been denied by the carrier. One of our long-term members serves in this committee. She reported that last year this committee reviewed two applications. Our members may refer to the following link ([https://www.mun.ca/hr/services/benefits/special\\_auth.php](https://www.mun.ca/hr/services/benefits/special_auth.php)), and contact the HR first (Michelle Wade, who is a member of the SAAC), if they feel an appeal is warranted.

We continue to monitor the conditions of group insurance plans and recommend the necessary steps together with the other unions and administration at the University-wide Economic Benefits Committee. Main points from our discussions this year can be summarized as follows:

- As you may also recall, through the emails circulated by the Human Resources, premiums for the group insurance plans are subject to change each year (effective April 1<sup>st</sup> each year). This is dependent on a number of factors, such as the claims by members and funds available in the accounts, as well as external factors. One external factor that recently increased the cost of some of the insurance plans is the additional 1% premium tax implemented by the Government of NL as of July 2016. This is one thing to keep in mind

- Overall, MUN group insurance experience (e.g. cost of claims) seems to be good
- Increasing drug cost is one of the concerns for the health plan, however, broader use and cheaper prices of generic drug are expected to reduce the drug costs in the coming years, and hence, the financial stress on our health plan
- We requested for a change in the Terms of References of the University-wide Economic Benefits Committee and asked for the opportunity to appoint two alternative members from MUNFA. This will help with increasing our chances of representation at the University-wide Economic Benefits Committee meetings and awaits for consideration by the Board of Regents

Last, we would like to remind that prevention often works much better than medically treating a condition or illness. Please continue to be vigilant about your health and wellness, and take advantage of the benefits and services offered by MUN. One additional program that may be relevant to our members is the ergonomics program offered by MUN-HR; further information about this program can be found at <https://www.mun.ca/hr/services/wellness/ergonomics.php>.

**The 2017-2018 MUNFA Benefits Committee are:**

- Sevtap Savas (Chair), Medicine
- Alison Coffin, MUNFA Executive Officer
- Mary Furey, Business Administration
- Lakshman Galagedora, Grenfell Campus
- John Hawboldt, Pharmacy
- Rebecca Law, Pharmacy
- Eduardo Martinez Pedroza, Mathematics & Statistics
- Stacey Penney, Q.E.II Library
- Leslie Redmond, Education
- Hodjat Shiri, Civil Engineering
- Malgorzata Zuberek, Computer Science (Retired)

If you have any questions or comments for the Economic Benefits Committee, please direct your e-mail to: [munfa@mun.ca](mailto:munfa@mun.ca)



## SCHOLARSHIP TRUST FUND



*Please complete this form and return to the  
MUNFA Scholarship Committee, c/o MUNFA Office Room ER4047.*

NAME: \_\_\_\_\_  
(Please Print)

ADDRESS: \_\_\_\_\_

I hereby authorize a ☐ **Contribution** ☐ **Change to my Bi-weekly Contribution,**  
to the MUNFA Scholarship Trust Fund to the amount of:

AMOUNT: \$ \_\_\_\_\_

Method of Payment (check one):

Cheque: ☐

Payroll Deduction Per Pay Period: ☐

*(Make payable to: MUNFA Scholarship Trust Fund)*

Date: \_\_\_\_\_

Signature: \_\_\_\_\_

**PLEASE SUPPORT THE MUNFA SCHOLARSHIP FUND**

One small donation can impact the life of a student by providing essential financial assistance that can offset the cost of pursuing a post-secondary education. If you are able to contribute to the Scholarship Fund through either a single contribution or payroll deduction, please contact MUNFA ([munfa@mun.ca](mailto:munfa@mun.ca))

