

AGENDA

General Meeting of the Membership of MUNFA

Thursday, April 29, 2020 @ 11:30 a.m.

Via ZOOM Video Conferencing

1. MUNFA Statement of Territorial Acknowledgement
2. Approval of Agenda
3. President's Report
4. Treasurer's Report
 - a. Interim Financial Statement for 2020-2021 (and)
Proposed Budget for 2021-2022
5. CAUT Defence Fund Report
6. Approval of General Meeting Minutes of October 27, 2020
7. Matters Arising from General Meeting of October 27, 2020
8. Collective Agreement Administration
 - a. Report of the St. John's Academic Freedom & Grievance Committee
 - b. Report of the Grenfell Campus Academic Freedom & Grievance Committee
9. MUNFA Committee Reports
 - a. MUNFA Benefits Committee
 - b. MUNFA Pension Committee
 - c. Campaigns/Advocacy Report
10. Collective Bargaining/Proposals Discussion
11. Other Business



Draft

MUNFA General Meeting October 27, 2020 at 11:30 a.m. Via ZOOM Video Conferencing

Dr. William Schipper (MUNFA President) chaired the General Meeting.

1. Statement of Territorial Acknowledgement

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

2. Meeting Restrictions and Conduct

Dr. Schipper thanked the attendees for joining in to the meeting noting the unusual academic year for teaching and research due to COVID-19 and the challenges that members have been presented due to online teaching. Dr. Snelgrove outlined the procedures to be followed for the Zoom video conference 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. Roberts Rules of Order will be adhered to for points of order and/or personal privilege. T. Perry (MUNFA Membership, Engagement & Communications Coordinator) outlined the procedures and technical issues to be followed for the Zoom video conference, noting that for security purposes, the screen sharing feature has been turned off.

3. Introductions

Dr. Schipper introduced himself to the membership noting that this is his first General Meeting and will remain in the role of MUNFA President for a 1 year term. Dr. Schipper introduced MUNFA Staff and thanked them individually for their work on behalf of the membership.

4. Approval of Agenda

(G20:005) MOVED (S. Savas/J. Church) that the MUNFA General Meeting Agenda be accepted.

MOTION CARRIED

5. Remarks from CAUT President, B. Austin-Smith

Dr. Schipper introduced Dr. B. Austin-Smith, President of Canadian Association of University Teachers, as an invited speaker to the meeting. Dr. Smith provided a PowerPoint presentation to the membership on the Future(s) of Equity in Post-COVID Post -Secondary Education. This followed with a Q&A discussion from the floor.

6. **President's Report**

Dr. Schipper opened the meeting by acknowledging the continuation of a very unusual academic year with MUNFA members having to find innovative ways to do their research and dealing with the professional challenges at MUN as a result of the COVID-19 pandemic.

Pandemic Response at Memorial: Dr. Schipper outlined several of the current and on-going issues that MUNFA is dealing with as it relates to issues of importance brought forth from MUNFA Members, as well as the negotiations with the Administration on accommodation issues in relation to the pandemic. These negotiations have often been a difficult process but it was noted there has been some levels of success during these negotiations. Dr. Schipper stressed the importance that members reach out to communicate with MUNFA on the ways Members have been and continue to be impacted by MUN's Pandemic response measures.

Collective Bargaining: Dr. Schipper reported that the employer has agreed to extend the current Collective Agreement by 1 year and not initiate collective bargaining until at least 2021. The MUNFA Proposals Committee will remain in place with leadership on this Committee with Dr. Jon Church (Medicine) and Dr. Nicole Power (Sociology). Your ideas and input are very important as MUNFA goes through the bargaining process and we ask that you continue to send your comments to MUNFA.

Membership Engagement: MUNFA has been involved in a number of initiative that go beyond the Collective Agreement to ensure that member's collegial rights are not diminished. Examples include, but are not limited to, the following: MUNFA activists have met with President Timmons several times since the beginning of her term to discuss a variety of issues important to MUNFA members. The issue of collegial governance is an important issue that will also continue to be discussed with the President and Senior Administration. The Decarbonize MUN working group has been formed and MUNFA continues in the fight to reduce our climate impacts and to support the students in holding the University to account in meeting agreed upon emission targets. MUNFA also continues to seek ways to challenge and end systemic racism at MUN. Dr. Schipper reported that MUNFA has prepared a submission for a strong case for reform of Post-Secondary Education, the review is being undertaken by the Provincial Government.

Thanks to MUNFA Members: Dr. Schipper thanked everyone who contributes to MUNFA's work as a committee volunteer or elected representative and encouraged other members to become involved in the very important work of the Association.

7. **Treasurer's Report**

The Treasurer's report was given by the MUNFA Treasurer, Ms. Erin Alcock (QEII Library).

- A) The Interim Financial Statement for 2019-2020 was distributed to the membership (IB 2020/21:10). Ms. Alcock reviewed the statement with the membership noting that this is an interim financial report as of June 30, 2020. Ms. Alcock reported that there is a surplus

amount noted in the income statement and that the consensus is to continue to discuss with the Executive. Ms. Alcock also referenced the MUNFA Scholarship donation form included at the end of the information bulletin and encouraged the MUNFA membership to contribute to the fund.

8. CAUT Defence Fund

- A) Dr. Brenda LeFrancois and Dr. Ash Hossain are the MUNFA CAUT Defence Fund Trustees. Dr. LeFrancois provided an oral report to the membership, noting that the Defence Fund is in a healthy financial position and also gave a brief overview of the history of the CAUT Defence Fund and an update on the finances of the Fund. Dr. LeFrancois noted that the CAUT Defence Fund Policy and Planning Committee is a Standing Committee which examines the by-laws of the Defence Fund. At the Defence Fund AGM in October 2019, the Policy and Planning Committee were asked to review the structure of the Defence Fund. At some point in the future, faculty associations will receive a request to provide feedback or comments on restructuring the Defence Fund.

9. Approval of General Meeting Minutes of April 28, 2020

- (G20:006) MOVED (J. Church/K. Snelgrove) that the General Meeting minutes of April 28, 2020 be accepted as amended.

MOTION CARRIED

10. Matters Arising from General Meeting Minutes of April 28, 2020

There were no matters arising.

11. Collective Agreement Administration

- A) Report of the St. John's Academic Freedom & Grievance (AF&G) Committee: Dr. Erika Merschrod (Chair) gave an oral report on the activities of the AF&G Committee, noting that the AF&G Committee remains as one of the most active MUNFA Committees. Dr. Merschrod noted that individual grievances deal with an 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. Dr. Merschrod provided AF&G statistics on grievances and queries received during the previous six months and also gave a brief synopsis of some of the cases that the Committee are currently dealing with in relation to COVID-19 and the problems that ASMs continue to experience with remote teaching, workload issues, adequate computing resources, IT support, impacts on promotion and tenure, sabbaticals and how research is being affected. Dr. Merschrod also stressed that mental health and safety in the workplace are important issues and advised members to continue to reach out to MUNFA and AF&G in relation to any issues they may be experiencing. Dr. Merschrod thanked the volunteers on the AF&G Committee.

- B) Report of the Grenfell Campus AF&G Committee: Dr. Sandra Wright (Grenfell AF&G) gave a verbal report from the Grenfell Committee providing an update on issues that have arisen at Grenfell since April 2020. Grenfell AF&G receive a lot of queries that do not move to grievances as these issues are usually resolved at the Grenfell Joint Association University Relations Committee meetings. There are currently four active grievances which include issues related to CITL support, Bright Space, Webex and IP issues in relation to uploading videos on YouTube. Association Grievance A-17-09 (Childcare) remains an important issue and Dr. Wright thanked members of the Joint Childcare Committee for continuing to work towards providing childcare at Grenfell Campus. Dr. Wright advised that MUNFA is seeking further information on a collaboration between Grenfell Campus and a company called the Asia Canada Brainbridge Institute (ACBI).

12. MUNFA Committee Reports

- A) MUNFA Pension Committee: Dr. Snelgrove gave an oral report providing the membership with an update on MUNFA's concerns in relation to the funding status with MUN's continuing failure to meet its legislatively mandated special payments into the plan. Dr. Snelgrove also reported on work of the University-Wide pension Committee in terms of monitoring investments, the performance of the various fund managers and the plan in general. The members of the MUNFA Pension Committee were acknowledged and thanked for their participation and work on the Committee.

13. Other Business

- A) Question & Answer discussion on the Impact of COVID-19: There was a lengthy Q&A discussion regarding the impacts of COVID-19 on faculty members and the responses received from the Administration. It was suggested that the Executive should arrange a special town hall open forum discussion on the impacts of COVID as a means to hear feedback on a broader spectrum.

14. Other Committees

- A) Decarbonization Working Group: Dr. Josh Lepawsky provided an oral report to the membership on the activities of the working group including: climate action petition, United Nations initiative, a solidarity statement with oil workers, upcoming workshop to discuss language on decarbonization for the next round of collective bargaining. Dr. Lepawsky invited MUNFA members to join the working group to set priorities and to advance the work of achieving the decarbonization of MUN, including through MUNFA's participation in the MUN Climate Action Coalition.

15. Adjournment

(E20:007) MOVED (A. Hossain/B. LeFrancois) that the General Meeting adjourn.

MOTION CARRIED

MUNFA General Meeting
October 27, 2020

Meeting Adjourned at 12:30 p.m.

Dr. William Schipper
President, MUNFA

Date



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 made payable to MUNFA Scholarship Trust Fund**

☐ **Payroll Deduction Per Pay Period**

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)