

TO: All MUNFA Members

FROM: The MUNFA Executive Committee

DATE: April 7, 2022

SUBJECT: **MUNFA General Meeting
Thursday, April 28, 2022**

A General Meeting of MUNFA will be held on:

**THURSDAY, APRIL 28, 2022
AT 11:30 a.m.
VIA ZOOM VIDEO CONFERENCE**

An Agenda and documents for the meeting are included below.

[Click here to register for the General Meeting](#). After registering, you will receive a confirmation email containing the necessary information to join the meeting.

MUNFA is committed to removing barriers which limit the full participation of members in our meetings. If there are any changes MUNFA can make to our upcoming General Meeting that will improve your ability to participate, please let us know by [completing this form](#).

AGENDA

General Meeting of the Membership of MUNFA

Thursday, April 28, 2022 @ 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. Financial Statement for 2021-2022
(*circulated to membership November 22, 2021*)
 - b. Interim Financial Statement for 2021-2022 (and)
Proposed Budget for 2022-2023
5. CAUT Defence Fund Report
6. Approval of General Meeting Minutes of October 28, 2021
7. Matters Arising from General Meeting of October 28, 2021
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
10. Collective Bargaining
11. Other Business

DRAFT
MUNFA General Meeting
October 28, 2021 at 11:30 a.m.
Via ZOOM Video Conferencing

Dr. Josh Lepawsky (MUNFA President) chaired the General Meeting.

1. Statement of Territorial Acknowledgement

Dr. Lepawsky opened the meeting by making a Territorial Land Acknowledgement. Dr. Lepawsky also noted that he recently attended a workshop held by CAUT on Indigenization. MUNFA has also made a donation in the amount of \$1,000.00 to First Light St. John's Friendship Centre.

2. Meeting Restrictions and Conduct

Dr. Lepawsky thanked the attendees for joining the meeting and outlined the procedures to be followed for the Zoom video conference, reminding 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 Organizing Membership, Engagement & Communications Coordinator) outlined the procedures and technical issues and polling features to be followed for the Zoom video conference, noting that for security purposes, the screen sharing feature has been turned off.

3. Introductions

Dr. Lepawsky introduced himself to the membership noting that this is his first General Meeting as President and will remain in the role until August 31, 2022.

4. Approval of Agenda

(G21:004) MOVED (J. Anderson/T. Sheel) that the MUNFA General Meeting Agenda be accepted.

MOTION CARRIED

5. President's Report

Dr. Lepawsky opened the meeting by thanking Dr. Bill Schipper for his service as Past President. MUNFA has continued to raise concerns about a variety of issues with the University Administration. Some of these concerns are as follows:

Indigenization Dr. Lepawsky noted that MUNFA has actively sought clarification on the hiring process associated with the Indigenous Cluster hire initiative. MUNFA fully supports the Indigenization and decolonization of the University and while MUNFA supports the cluster hire and the goals of Indigenization, there have been significant concerns from MUNFA members regarding how the hiring process has unfolded. We continue to press the Administration on this

matter. MUNFA will also be working towards incorporating language in the next round of Collective Bargaining to support Indigenization at Memorial.

NAVITAS: Dr. Lepawsky listed several reasons for the MUNFA Executive's formal rejection of Navitas, a partnership between the University and Navitas, a private-for-profit educational company owned by a private equity firm BGH Capital and Australia's largest pension fund, AustralianSuper. Despite MUNFA's formal rejection, there is substantial evidence obtained through ATIPPA requests that the Administration and Navitas are continuing to actively hold discussions despite former Provost M. Abrahams explicit assurance to MUNFA that the Navitas proposal would not move forward without the Union's agreement. MUNFA will continue to escalate the Union's opposition to this proposal.

COVID-19: Dr. Lepawsky acknowledged the continuation of the challenging academic year for teaching and research due to the COVID-19 pandemic. MUNFA has continually been advocating for members' health and safety in the workplace but the Administration have consistently rebuffed MUNFA's request to be brought more directly into the pandemic response planning process. MUNFA conducted a poll of members and received overwhelming support for the reinstatement of the mask mandate after Administration announced it would be lifted in accordance with public health guidelines and for a vaccine mandate. MUNFA successfully pushed for these to be implemented by the Administration. Dr. Lepawsky discussed the denials of workplace accommodations related to these matters and is pursuing remedies with the Administration. MUNFA has also offered template language for ASMs to include in their P&T files.

Collective Bargaining: Dr. Lepawsky discussed the "take it or leave" offer presented to MUNFA from the Administration on June 1, 2021. The Executive Committee solicited feedback including holding several townhall meetings with the membership. MUNFA considered all the feedback and dissatisfaction received and the Executive Committee voted unanimously to notify the Administration we wished to commence collective bargaining. The MUNFA Proposals Committee are working very hard on collective bargaining language. Dr. Lepawsky thanked those who have provided ideas on how to improve working conditions for MUNFA members and invited others to share their ideas.

Challenges and Opportunities: Dr. Lepawsky outlined a number of challenges and opportunities presented to MUNFA. Among them are Association Grievances around the Special Committee on Course Equivalencies and the Joint Gender Equity Salary Adjustment Committee. Dr. Lepawsky briefly gave an overview of both grievances and encouraged ASMs to contact MUNFA if they are experiencing the assignment of teaching duties that may deviate from Clause 3.16 of the Collective Agreement.

Governance: Dr. Lepawsky noted that two reports released from the Provincial Government, the Post-Secondary Review and the provincial Economic Recovery Taskforce report both suggested opening up the MUN Act. Dr. Lepawsky reported on a meeting which was held with President Timmons regarding changes to the MUN Act, whereby it was made clear to MUNFA that discussions between Administration and Government had taken place. MUNFA filed ATIPPA requests which confirmed this. MUNFA also secured a meeting with Minister Osborne. Dr. Lepawsky gave an overview of the discussions held with Government. MUNFA has initiated a Governance Working

Group to examine MUN's governance structure and to make recommendations towards installing and strengthening genuine collegial governance at MUN. Dr. Lepawsky encouraged MUNFA members to volunteer for this working group. Dr. Lepawsky also listed several other MUNFA Committees seeking volunteers, noting that serving on MUNFA Committees also counts as service to the University.

In closing of the President's report, Dr. Lepawsky thanked the MUNFA Executive Committee and committee volunteers who contribute to the work of the Association and encouraged other members to become involved in the very important work of the MUNFA. Dr. Lepawsky also introduced MUNFA Staff and thanked them individually for their work on behalf of the membership.

The MUNFA President took questions from the floor. Members are very concerned with the Indigenous Cluster Hire process. Dr. Lepawsky and several MUNFA Executive Committee members responded to various questions on this issue. Members were also encouraged to put their concerns in writing and send them to the MUNFA office for further follow up.

6. CAUT President's Report

Dr. Lepawsky introduced CAUT President Dr. Brenda Austin-Smith. Dr. Austin-Smith opened by noting that she is a professor at the University of Manitoba which sits on treaty territory. She spoke about the treaty and how it affects attitudes on the part of Government and on Post-Secondary Institutions. Dr. Austin-Smith also gave an update on a recent workshop hosted by CAUT on Indigenizing the Academy. Dr. Austin-Smith spoke about issues on the national front regarding the great activism involved surrounding the censure of the University of Toronto. CAUT also continues to be involved the insolvency of Laurentian University and is putting pressure on the Administration calling for financial reports. She stressed that this is a time to sharpen language in Faculty Association collective agreements with regards to financial exigency. There will be more discussion at CAUT Council on this issue. Dr. Austin-Smith also spoke about CAUT's intervention in 2 court cases in Ontario and the positive outcomes. She also spoke of CAUT's work on issues on the academic freedom front. CAUT are also working closely with MUNFA on Governance and Navitas. Dr. Austin-Smith noted that the University of Manitoba signed an agreement with Navitas without the Faculty Association even seeing the contract. The University of Manitoba Faculty Association may be out on strike on November 2, which will be the second strike in five years, and will be looking for support and solidarity from other faculty associations. Dr. Austin-Smith closed by noting that the important work of faculty associations is best done through collective bargaining and solidarity.

7. Treasurer's Report

Dr. Lepawsky noted that the MUNFA Treasurer, E. Alcock (QE II Library) has been dealing with personal issues and therefore the report has not been finalized in time for the general meeting. The reports will be completed and distributed to MUNFA members within the next few weeks as Ms. Alcock returns to work. Dr. Lepawsky advised members that there is a MUNFA Scholarship donation form at the end of the general meeting documents which provides a method to contribute to the fund.

8. CAUT Defence Fund

A) Dr. Brenda LeFrancois and Dr. Ash Hossain are the MUNFA CAUT Defence Fund Directors. Dr. Hossain 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. Hossain 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. Dr. Hossain provided an update on the status of the review.

9. Approval of General Meeting Minutes of April 29, 2021

(G21:005) MOVED (J. Church/M. Woods) that the General Meeting minutes of April 29, 2021 be accepted.

MOTION CARRIED

10. Matters Arising from General Meeting Minutes of April 29, 2021

There were no matters arising.

11. Collective Agreement Administration

- A) Report of the St. John's Academic Freedom & Grievance (AF&G) Committee: Dr. Jon Church (Chair) gave an oral report on the activities of the AF&G Committee also thanking MUNFA Staff Amy Wadden (Labour Relations Officer) and Dale Humphries (Labour Relations Coordinator) who both provide support to the AF&G Committees. Dr. Church provided the AF&G statistics on Individual and Association grievances and the queries received during the previous six months noting that there were seven (7) new Individual grievances, 10 resolved grievances and a number have been referred to arbitration. Dr. Church also gave a brief synopsis of some of the cases that the Committee are currently dealing with in relation to COVID-19. ASMs continue to experience difficulties with remote teaching, workload issues, impacts on promotion and tenure, sabbaticals and how research is being affected. A number of ASMs have requested accommodations to teach remotely and have been refused leading to both individual and association grievances being filed. The University have out sourced consultation on accommodations to Dallas Mercer Consulting Firm, which is in violation of their own workplace accommodation policy. MUNFA has filed an Association Grievance on this issue. Dr. Church thanked the volunteer members of the AFG Committee for their work on the Committee.
- B) Report of the Grenfell Campus AF&G Committee: Dr. Sandra Wright (Grenfell AF&G) gave an oral report from the Grenfell Committee and introduced the members of the Grenfell AF&G Committee, noting that new volunteers are welcomed on the Committee. Dr. Wright provided an update on issues that have arisen at Grenfell since April 2021 noting that there are currently two (2) Individual Grievances filed in relation to Clause 23.13 the right of 1st refusal and two (2) Individual Grievances filed on the issue of remote teaching and accommodation for winter 2022 semester. The Committee also continues to deal with COVID-19 issues. Dr. Wright noted that Grenfell AF&G are working with the Executive Committee on matters regarding return to campus and safety protocols. Dr. Wright also noted that they are also seeking clarity as to why the President's award for outstanding research (\$5000) has not been awarded to a recipient on the Grenfell Campus in the last five (5) years and why there is no representation from Grenfell on that Committee. Replies to AF&G's queries on this have been silent to date. The Grenfell Sexual Harassment Committee is active once again with a part-time Sexual Harassment Coordinator appointed and a MUNFA Sexual Harassment Board representative for Grenfell is in place. Dr. Wright also noted that there are concerns with relation the Indigenous Cluster

Hire at Grenfell and the travel policy with regards to research. Dr. Wright closed by thanking MUNFA Staff Amy Wadden (Labour Relations Officer) and Dale Humphries (Labour Relations Coordinator) for their work and support of the Grenfell AF&G Committee.

Church responded to questions from the floor with relation to health issues and deferred maintenance and also addressed the issue of the inoperable elevator in the Arts Building.

12. MUNFA Committee Reports

There were no Committee reports. There was a question from an ASM regarding divestment of the Pension fund. The MUNFA Pension Committee Chair was not available to attend the meeting so Wadden will follow up and circulate the response.

13. Other Business

- A) Open Discussion: An open discussion was held on a variety of topics with questions from the floor and answers provided on issues including: climate action, governance, contract negotiations, issues related to the Blunden Centre and union solidarity.

14. Adjournment

(E21:006) MOVED (R. Whitaker/J. Church) that the General Meeting adjourn.

MOTION CARRIED

Meeting Adjourned at 12:30 p.m.

Dr. Josh Lepawsky
President, MUNFA

Date



**MUNFA Economic Benefits Committee
Report to MUNFA General Meeting
April 28, 2022**

The MUN Economic Benefits Committee (EBC) met 3 times this academic year: on January 12, January 13, and February 11, 2022. A MUNFA-EBC pre-meeting was held on January 31, 2022.

On January 12 and January 13, the EBC heard presentations from Memorial's current insurance carriers, namely Manulife, Medavie Blue Cross, and SSQ Financial. Memorial's claims experiences were provided by each of the carriers and proposed rates for the 2022-2023 fiscal year were presented.

On January 31, the MUNFA-EBC committee met to review and discuss insurer's proposals including a summary proposal from Glen Roberts (MUN Manager, Pension and Benefits) for rate changes.

On February 11, the EBC discussed benefit renewals for the 2022-2023 fiscal year, informed by insurer presentations of Memorial's experiences and G. Roberts' summary report. Of particular note is that plan improvements were agreed upon and sent to the Board of Regents (BoR) for approval. These plan improvements are shown below and were all approved by the BoR. Rate reductions were also possible for some benefits (see below). Of note is that SSQ had recently merged with La Capitale insurance to form a new company called Beneva; and Mr. Roberts informed the EBC that there was no expected change to the travel health policy as a result of the merger, and that this information has not yet been communicated widely to plan members.

Also on February 11, 2022 Dr. R. Law (MUNFA EBC Chair) provided a report of the Special Authorization Appeals Subcommittee for the academic year September 1, 2020 to August 31, 2021. There was one "appeal" submitted to the committee in June 2021 which, after additional medical information was received, was denied at a SAAC meeting held November 22, 2021.

On March 23, 2022 the EBC was notified that the BoR met on March 10, 2022 and approved all recommendations. The renewal rates for the 2022-2023 fiscal year are as follows:

- Basic life insurance plan at a 5% rate increase to be funded from surplus;
- Dependent life insurance plan at a 5% rate increase;
- Optional life insurance plan at a 10% rate reduction;
- Optional spousal and dependent child life insurance plans at the existing rates;
- Basic and optional accidental death and dismemberment plans at the existing rates;
- Voluntary accidental death and dismemberment plan at the existing rates;
- Long term disability plan at a 5.1% rate reduction;
- Supplementary health plan at an 8.5% rate increase;
- Travel health insurance plan at a 20% rate reduction; and
- Dental plan at an 8.4% rate increase.

The following improvements were also approved, with the incremental cost included in the percentages shown above:

- addition of a mental health support module to provide a maximum reimbursement of \$1,000 annually for the services of a psychologist, registered counsellor and social worker. (rate increase of 1.55% included in health plan renewal rate);
- coverage for copper IUDs at the Medavie Blue Cross standard benefit of 80% to a maximum of \$300 every two years. (rate increase of 0.6% included in health plan renewal rate);
- replacement of existing diabetes coverage with a continuous glucose monitoring benefit at the Medavie Blue Cross standard of 80% to maximum of \$4,000 per year. (rate increase of 0.35% included in health plan renewal rate);
- addition of a managing chronic disease benefit at the Medavie Blue Cross standard of 80% to maximum of \$500 per year. This would not require an additional rate increase;
- change in the definition of child in the dependent life plan from “live birth” to “28 weeks gestation”. (rate increase of 5% included in the dependent life plan renewal rate).

Members of the 2021-2022 MUNFA Economic Benefits Committee:

- Rebecca Law, Pharmacy (*Chair*)
- Xihau Chen, Medicine
- Anne Graham, MLLC
- Krista King, Nursing
- Eduardo Martinez Pedroza, Math & Stats
- William Schipper, MLLC
- Ken Snelgrove, Engineering
- Amy Wadden, MUNFA Labour Relations Officer



MUNFA Pensions Committee Report General Meeting April 28, 2022

The pension plan has been doing well and we are at or just beyond 100% funded (on a going concern based).

This year we participated in selecting fund managers for our alternative investment portfolios. We have selected new managers in: i) Private Real Estate, ii) Private Infrastructure and iii) Private Debt assets.

For the most part these fund categories reduce our exposure fixed return (bond) assets. These changes are consistent with our new investment policy that was revised as per an asset-liability study that was commissioned. These "private" markets differ from "publicly" traded stocks and bonds. Private markets are less liquid and wholly own the assets/companies in which they invest. They have become popular asset classes for institutional investors such as pension plans.

Risks continue in the plan. These include an increasing average age of our plan members as the university reduces its workforce through attrition. A plan members average age has been increasing by 0.2 yrs per year lately. The cost to provide an additional year of pension benefit to an older workforce is higher for the simple fact that the group is closer to retirement. This means less compounding time to generate the required investment returns necessary to fund pension promises.

Attrition also negatively impacts the ratio of retired members to active members. Fewer active (paying) plan members translates to greater vulnerability to market shocks.

We are also a little concerned that the Province may prematurely relieve the University of its deferred Special Payment obligations. Special Payments will evaporate anyway if plan returns keep going at their current pace. Once we hit ~120% funded we will reach the full solvency level and Special Payment schedules will disappear anyway. So we can keep our finger crossed and look forward to that.

MUNFA Pension Committee 2021-2022:

- Ken Snelgrove, Engineering (*Chair*)
- Erin Alcock, Library
- Stephen Butt, Engineering
- Xihua Chen, Medicine
- Veeresh Gadag, Community Health
- Don Gamble, Modern Languages, Literatures & Cultures
- George Jenner, Earth Sciences (*Retired*)
- Eden Kinzel, HSC Library
- Sudhir Saha, Business Administration (*Retired*)
- Guang Sun, Medicine
- Hong Wang, Mathematics & Statistics
- Hamid Usefi, Medicine
- Amy Wadden, MUNFA Labour Relations Officer

MUNFA 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: _____