

***NOTICE OF  
MUNFA GENERAL MEETING***

**TO:** All MUNFA Members  
**FROM:** The MUNFA Executive Committee  
**DATE:** October 18, 2022  
**SUBJECT:** **MUNFA GENERAL MEETING  
TUESDAY, OCTOBER 25, 2022**

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We invite MUNFA members to join in for our upcoming General Meeting.

CAUT President, Dr. Peter McInnis will also participate in the meeting as an opportunity to hear about the issues of importance for MUNFA members.

The General Meeting of MUNFA will be held on:

**TUESDAY, OCTOBER 25, 2022**

**AT 11:30 A.M.**

**VIA ZOOM VIDEO CONFERENCING**

An Agenda and documents for the meeting can be found here.

In order to provide a secure virtual meeting, we ask that you contact MUNFA's Organizing, Membership Engagement and Communications Coordinator, Tannara Yelland, at [membership.munfa@mun.ca](mailto:membership.munfa@mun.ca) from your respective Memorial email address to request the Zoom meeting ID and password.

If you are unfamiliar with the Zoom platform, there are video tutorials available [online](#).



## **AGENDA**

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

**Tuesday, October 25, 2022 @ 11:30 a.m.**

**Via ZOOM Video Conferencing**

1. MUNFA Statement of Territorial Acknowledgement
2. Approval of Agenda
3. Remarks from CAUT President, Peter McInnis
4. President's Report
5. Treasurer's Report
  - a. Financial Statement for 2022-2023
6. CAUT Defence Fund Report
7. Approval of General Meeting Minutes of April 28, 2022
8. Matters Arising from General Meeting of April 28, 2022
9. Collective Agreement Administration
  - a. Report of the St. John's Academic Freedom & Grievance Committee
  - b. Report of the Grenfell Campus Academic Freedom & Grievance Committee
10. MUNFA Committee Reports
  - a. MUNFA Pension Committee
11. Collective Bargaining
12. Other Business



# **Memorial University of Newfoundland Faculty Association**

## **Financial Statement for 2021-2022**

**Erin Alcock  
Treasurer, MUNFA  
October 25, 2022**

The Memorial University of Newfoundland Faculty Association (MUNFA) ended the 2021-2022 fiscal year in a surplus position.

- As with previous years, the MUNFA budget includes a conservative estimate of expected income, in the form of union dues. We earned \$11,000.00 more than expected in 2021-2022.
- While most of our affiliation expenses were higher than expected, our dues to the CAUT defense fund came in lower than anticipated.
- Our Communications & Engagement budget line was underspent, perhaps unsurprisingly with COVID19 at the forefront of our working lives through much of that fiscal year.
- We did not report any expenditures on negotiations or strike preparations in 2021-2022. Our intention to bargain was filed on August 19, 2021.
- The MUNFA staff worked from home for the entirety of this fiscal year, office supply and equipment spending was much lower than anticipated.
- Professional fees, were again under budget. We expect 2022-2023 to be different as pension reform work has started again.
- Travel, also due to the pandemic, was minimal in the 2021-2022 fiscal year.

We are overspent on donations. 2021-2022 saw an unprecedented number of Canadian faculty associations on strike and we sent strike support to each of these unions weekly while they walked the picket line. We were also able to give to local labour organizations in 2021-2022.

MUNFA's investment accounts are doing well. The rates of return on the GICs reinvested this year have significantly higher than we've seen in recent years. MUNFA's assets are as follows:

- Current Account: \$ 544,428.55
- Strike Fund: \$1,429,501.81
- Legal Support Fund: \$ 448,082.06

**MUNFA**  
**STATEMENT OF INCOME AND EXPENDITURES (through June 30, 2022)**

|  | <b>Budget</b>       | <b>Actual</b>       |
|--|---------------------|---------------------|
|  | <b>July 2021 to</b> | <b>July 2021 to</b> |
|  | <b>June 2022</b>    | <b>June 2022</b>    |
| <b>INCOME</b>                                  |                     |                     |
| Membership Fees                                | 900,000.00          | 911,018.17          |
| Retired Members                                | 250.00              | 15.00               |
| Interest                                       |                     |                     |
| Refunds  |                     |                     |
| Subtotal                                       | 900,250.00          | 911,033.17          |
| <b>TRANSFERS</b>                               |                     |                     |
| From RBC Current Account                       |                     |                     |
| From MUNFA Legal Support Fund                  |                     |                     |
| To MUNFA Strike Fund                           |                     |                     |
| To MUNFA Legal Support Fund                    |                     |                     |
| To Current Account                             |                     |                     |
| To Negotiations and Strike Prep Fund           |                     | 2,000.00            |
| Total Income After Transfers                   | 900,250.00          | 909,033.17          |
| <b>EXPENDITURES</b>                            |                     |                     |
| Arbitrations                                   | 40,000.00           | 50,653.94           |
| Affiliations                                   |                     |                     |
| - General Fees (CAUT)                          | 150,000.00          | 160,590.48          |
| - CAUT Defence Fund                            | 70,000.00           | 55,077.00           |
| - NLFL   | 10,000.00           | 12,039.30           |
| - NUCAUT (CLC)                                 | 10,000.00           | 8,931.23            |
| - CBDLA (Corner Brook District Labour Council) | 1,000.00            | 278.40              |
| Bank Expenses                                  | 500.00              | 113.34              |
| Communications & Engagement                    | 10,000.00           | 1,241.73            |
| Donations                                      |                     |                     |
| - Union Support                                | 5,000.00            | 22,000.00           |
| - Other  | 5,000.00            | 9,535.00            |
| Duplicating                                    | 2,000.00            | 0.00                |
| Entertainment                                  | 0.00                | 0.00                |
| Support of ASM from Legal Defence Fund         |                     |                     |
| Liability Insurance                            | 5,000.00            | 9,113.87            |
| Meeting Expenses                               | 2,000.00            | 1,851.00            |

|   |            |            |
|---|------------|------------|
| Miscellaneous                             | 4,000.00   | 8,066.92   |
| Negotiations/ Strike Preparations         | 10,000.00  | 0.00       |
| Office Equipment and Maintenance          | 12,000.00  | 5,153.76   |
| Office Supplies                           | 3,000.00   | 1,667.19   |
| Postage                                   | 500.00     | 46.11      |
| Courier                                   | 500.00     | 0.00       |
| Professional Fees                         | 30,000.00  | 19,619.00  |
| - Consultant - Pensions                   | 5,000.00   |            |
| - Legal (One time)                        |            |            |
| Petty Cash                                | 500.00     | 0.00       |
| Release Time                              | 15,000.00  | 0.00       |
| Staff Benefits                            | 4,500.00   | 2,895.86   |
| Staff Professional Development            | 5,000.00   | 1,661.75   |
| Staff RSPs                                | 35,000.00  | 32,406.48  |
| Staff Salaries                            | 420,000.00 | 352,330.77 |
| Telephone/Fax                             | 2,000.00   | 1,872.00   |
| Travel                                    | 30,000.00  | -578.74    |
| Website Development & Upgrade             |            |            |
| Subtotal                                  | 887,500.00 | 756,566.39 |
| <b>Excess of Income over Expenditures</b> | 12,750.00  | 152,466.78 |

**MUNFA Current Account**  
**July 1, 2021 - June 30, 2022**

| <b>Fixed Income</b>                                  | <b>Rate of<br/>return</b> | <b>Maturity Date</b> | <b>Purchase<br/>Cost</b> | <b>Maturity<br/>Value</b> | <b>Market Value<br/>30 June 2022</b> |
|--|---------------------------|----------------------|--------------------------|---------------------------|--------------------------------------|
| Manulife Bank Canada GIC                             | 2.85%                     | 12-Feb-23            | 49,820.00                |                           | 54,789.55                            |
| General Bank of Canada GIC                           | 3.11%                     | 20-Jun-23            | 25,370.00                |                           | 28,702.81                            |
| Effort Trust GIG                                     | 1.38%                     | 15-Sep-24            | 25,000.00                |                           | 25,272.23                            |
| Duo Bank of CDA GIC                                  | 2.13%                     | 12-Feb-24            | 36,000.00                |                           | 37,852.52                            |
| Home Trust Company GIC                               | 1.67%                     | 17-Jun-24            | 54,500.00                |                           | 56,373.87                            |
| Duo Bank of CDA GIC                                  | 1.57%                     | 16-Sep-24            | 25,000.00                |                           | 25,309.70                            |
| Canadian Tire Bank GIC                               | 1.30%                     | 15-Sep-25            | 20,000.00                |                           | 20,468.26                            |
| Equitable Bank GIC                                   | 1.44%                     | 15-Sep-25            | 15,000.00                |                           | 15,389.24                            |
| ICICI Bank GIC                                       | 1.30%                     | 15-Sep-25            | 10,717.00                |                           | 10,967.92                            |
| Versabank GIC  | 1.41%                     | 15-Sep-25            | 27,000.00                |                           | 27,685.94                            |
| Duo Bank of CDA GIC                                  | 1.74%                     | 15-Sep-25            | 25,375.00                |                           | 25,723.37                            |
| Laurentian Bank GIC                                  | 1.15%                     | 25-Feb-26            | 52,000.00                |                           | 52,804.39                            |
| LBC Trust GIC  | 1.15%                     | 25-Feb-26            | 11,000.00                |                           | 11,170.16                            |
| Manulife Bank Canada GIC                             | 1.25%                     | 25-Feb-26            | 15,865.00                |                           | 16,131.80                            |
| Manulife Trust GIC                                   | 1.25%                     | 25-Feb-26            | 21,000.00                |                           | 21,353.16                            |
| CDN Westernb Trust GIC                               | 2.72%                     | 25-Feb-26            | 54,255.00                |                           | 54,792.72                            |
| LBC Trust GIC  | 4.31%                     | 15-Jun-27            | 27,700.00                |                           | 27,749.06                            |
| <b>Subtotal</b>                                      |                           |                      |                          |                           | <b>512,536.70</b>                    |
| <b>Mutual Funds</b>                                  |                           |                      |                          |                           |                                      |
| RBC O'Shaughnessy Int'l Equity                       |                           |                      | 13,228.38                |                           | 10,893.72                            |
| C.I. Canadian Investment Fund                        |                           |                      | 16,798.64                |                           | 20,908.98                            |
| <b>Subtotal</b>                                      |                           |                      |                          |                           | <b>31,802.70</b>                     |
| <b>Transactions and Cash Assets</b>                  |                           |                      |                          |                           |                                      |
| Cash June 2020                                       |                           |                      | 0.12                     |                           | 89.15                                |
| <b>Current Total Assets in MUNFA Current Account</b> |                           |                      |                          |                           | <b>544,428.55</b>                    |

**MUNFA Strike Fund**  
**July 1 2021 -- June 30, 2022**

| <b>Fixed Income</b>                              | <b>Rate of return</b> | <b>Maturity Date</b> | <b>Purchase Cost</b> | <b>Maturity Value</b> | <b>Market Value</b>    |
|--|-----------------------|----------------------|----------------------|-----------------------|------------------------|
| Royal Bank of Canada GIC                         | 2.88%                 | 13-Feb-23            | 89,000.00            |                       | \$ 97,974.40           |
| RBC Mortgage Corp GIC                            | 2.88%                 | 13-Feb-23            | 89,000.00            |                       | \$ 97,974.40           |
| ICICI Bank GIC                                   | 3.00%                 | 6-Apr-23             | 32,900.00            |                       | \$ 37,288.04           |
| PC Bank GIC                                      | 2.60%                 | 23-May-24            | 68,998.00            |                       | \$ 74,725.66           |
| Equitable Bank GIC                               | 2.47%                 | 7-Jun-24             | 73,699.00            |                       | \$ 79,423.42           |
| Home Equity Bank GIC                             | 2.35%                 | 30-Aug-24            | 89,000.00            |                       | \$ 95,059.48           |
| Home Trust Company GIC                           | 2.35%                 | 30-Aug-24            | 25,000.00            |                       | \$ 26,702.10           |
| ICICI Bank GIC                                   | 2.22%                 | 30-Aug-24            | 18,297.00            |                       | \$ 19,472.42           |
| Manulife Trust GIC                               | 2.15%                 | 29-Jan-25            | 45,360.00            |                       | \$ 47,755.37           |
| SBI Canada Bank GIC                              | 2.21%                 | 2-Apr-25             | 67,500.00            |                       | \$ 70,893.36           |
| Manulife Bank Canada GIC                         | 2.00%                 | 7-Apr-25             | 24,000.00            |                       | \$ 25,085.02           |
| Manulife Trust GIC                               | 2.00%                 | 7-Apr-25             | 24,000.00            |                       | \$ 25,085.02           |
| CDN Western Bank GIC                             | 1.35%                 | 15-Sep-25            | 62,200.00            |                       | \$ 63,712.58           |
| Versabank GIC                                    | 1.36%                 | 26-Jan-26            | 65,000.00            |                       | \$ 66,265.49           |
| Bank of Nova Scotia GIC                          | 1.40%                 | 1-Apr-26             | 69,600.00            |                       | \$ 70,816.75           |
| B2B Bank GIC                                     | 1.60%                 | 17-Jun-26            | 68,000.00            |                       | \$ 68,038.75           |
| Bank of Nova Scotia GIC                          | 3.65%                 | 13-Apr-27            | 70,000.00            |                       | \$ 70,546.00           |
| Montreal Trust GIC                               | 3.65%                 | 13-Apr-27            | 83,000.00            |                       | \$ 83,647.40           |
| HSBC Bank Canada GIC                             | 4.40%                 | 15-Jun-27            | 71,300.00            |                       | \$ 71,428.91           |
| <b>Subtotal</b>                                  |                       |                      |                      |                       | <b>\$ 1,191,894.57</b> |
| <b>Mutual Funds</b>                              |                       |                      | <b>Book Cost</b>     |                       |                        |
| PH&N Canadian Equity Value                       |                       |                      | 126,278.38           |                       | \$ 168,782.09          |
| RBC Investment Savings                           |                       |                      | 6,811.94             |                       | \$ 6,811.94            |
| C.I. Fund  |                       |                      | 61,188.24            |                       | \$ 62,013.21           |
| <b>Subtotal</b>                                  |                       |                      |                      |                       | <b>\$ 237,607.24</b>   |
| <b>Total</b>                                     |                       |                      |                      |                       | <b>1,429,501.81</b>    |
| <b>Transactions and Cash Assets</b>              |                       |                      |                      |                       |                        |
| Ending Position April 30                         |                       |                      |                      | 16.80                 | <b>1,101.61</b>        |
| <b>Current Total Assets in MUNFA Strike Fund</b> |                       |                      |                      |                       | <b>1,430,603.42</b>    |



**MUNFA Legal Support Fund**  
**July 1, 2021 - May 31, 2022**

| <b>A. Investments</b>                           | <b>Rate</b> | <b>Maturity Date</b> | <b>Purchase Cost</b> | <b>Market Value</b> |
|---|-------------|----------------------|----------------------|---------------------|
| <b>Fixed Income</b>                             |             |                      |                      |                     |
| Res Province iof BC                             | 2.40%       | 19/Aug/22            | 26,720.74            | 29,903.40           |
| B2B Bank GIC                                    | 1.50%       | 22/Mar/24            | 20,000.00            | 20,057.53           |
| Province of Manitoba                            | 2.45%       | 2/Jun/25             | 19,592.50            | 19,914.44           |
| CDN Western Trust GIC                           | 2.47%       | 8/Dec/25             | 30,000.00            | 30,353.24           |
| <b>Subtotal</b>                                 |             |                      | <b>96,313.24</b>     | <b>100,228.61</b>   |
| <b>Mutual Funds</b>                             |             |                      |                      |                     |
| Edgepoint Global Portfolio                      |             |                      | 21,263.66            | 23,755.10           |
| RBC US Dividend CL                              |             |                      | 12,052.68            | 34,430.40           |
| Renaissance US Equity Income Fund               |             |                      | 14,318.81            | 15,518.70           |
| RBC Core Bond Pool                              |             |                      | 30,358.50            | 27,953.10           |
| RBC Investment Savings                          |             |                      | 27,024.72            | 26,241.40           |
| RBC Emerging Markets Equity                     |             |                      | 7,090.01             | 8,183.90            |
| <b>Subtotal</b>                                 |             |                      |                      | <b>136,082.60</b>   |
| <b>RBC Mirror Portfolio</b>                     |             |                      |                      |                     |
| Common Shares                                   |             |                      |                      | 202,991.81          |
| Foreign Securities                              |             |                      |                      | 193.11              |
| <b>Subtotal</b>                                 |             |                      |                      | <b>203,184.92</b>   |
|   |             | <b>Total</b>         |                      | <b>439,496.13</b>   |
| <b>B. Cash Assets</b>                           |             |                      |                      |                     |
| Cash Position 29 May 2020                       |             |                      | 961.68               | <b>8,585.93</b>     |
| <b>Total Assets in MUNFA Legal Support Fund</b> |             |                      |                      | <b>448,082.06</b>   |

**Targeted Assets for MUNFA Legal Support Fund = \$343,805 (\$150,000 in 1983\$)**

| <b>RBC Mirror Portfolio: Common Shares</b> | <b>Quantity</b> | <b>Book Value</b> | <b>Market Value</b> |
|--|-----------------|-------------------|---------------------|
| Alimentation Couch-Tard                    | 189             | 5494.92           | 10,344.60           |
| Bank of Montreal                           | 69              | 4170.26           | 9,493.70            |
| Bank of Nova Scotia                        | 104             | 5880.93           | 8,921.12            |
| BCE Inc                                    | 214             | 5,607.58          | 14,746.74           |
| Brookfield Asset Mgmt                      | 483             | 4,610.69          | 30,892.68           |
| Canadian National Railway Co.              | 41              | 1,429.77          | 5,896.62            |
| Canadian Pacific Railway                   | 125             | 6,547.78          | 11,281.25           |
| CargoJet                                   | 28              | 5,369.43          | 4,167.24            |
| Fortis Inc.                                | 200             | 6,362.32          | 12,758.00           |
| Magna International                        | 80              | 2,118.21          | 6,566.40            |

|                            |     |          |            |
|----------------------------|-----|----------|------------|
| Manulife Financial Corp    | 278 | 6,593.10 | 6,513.54   |
| Metro Inc                  | 87  | 1,948.76 | 6,077.82   |
| National Bank of Canada    | 81  | 2,682.59 | 7,863.48   |
| Onex Corp                  | 67  | 4,946.20 | 5,056.40   |
| Power Financial Corp       | 191 | 6,637.25 | 6,977.20   |
| Restaurant Brands Int Inc  | 105 | 5,626.49 | 6,974.10   |
| Royal Bank of Canada       | 127 | 5,586.73 | 16,785.50  |
| Telus Corporation          | 220 | 5,774.52 | 6,963.00   |
| Thomson Reuters Corp       | 70  | 2,465.36 | 8,763.30   |
| Toronto Dominion Bank      | 165 | 4,643.71 | 15,948.90  |
| <i>Total Common shares</i> |     |          | 202,991.59 |

***RBC Mirror Portfolio: Foreign Securities***

|                                 |    |          |           |
|---------------------------------|----|----------|-----------|
| Caterpillar Inc                 | 23 | 2,026.54 | 4,964.55  |
| JPMorgan Chase & Co             | 63 | 4,484.15 | 8,330.49  |
| McDonald's Corp                 | 24 | 2,205.77 | 6,053.04  |
| Proctor & Gamble Co             | 49 | 3,264.08 | 7,246.12  |
| Walgreen Co                     | 39 | 1,576.42 | 1,709.37  |
| <i>Total Foreign Securities</i> |    |          | 28,303.57 |

|                                   |  |            |            |
|-----------------------------------|--|------------|------------|
| <b>Total RBC Mirror Portfolio</b> |  | 101,913.52 | 231,295.16 |
|-----------------------------------|--|------------|------------|

## Statements of Cash Positions

### Strike Pay Account

|                                      |          |
|--------------------------------------|----------|
| Beginning Cash Position July 1, 2021 | \$677.96 |
|--------------------------------------|----------|

|                                   |          |
|-----------------------------------|----------|
| Ending Cash Balance June 18, 2021 | \$677.96 |
|-----------------------------------|----------|

### Strike Benefits Account

|                                      |          |
|--------------------------------------|----------|
| Beginning Cash Position July 1, 2020 | \$260.73 |
|--------------------------------------|----------|

|                                   |          |
|-----------------------------------|----------|
| Ending Cash Balance June 18, 2021 | \$260.73 |
|-----------------------------------|----------|

**DRAFT**  
**MUNFA General Meeting**  
**April 28, 2022 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 hosted by CAUT on Indigenizing the Academy. MUNFA will be making 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 last General Meeting as President as his term expires on August 31, 2022. Dr. Ashrafee Hossain is the President Elect. Dr. Lepawsky introduced Tannara Yelland who is currently on a 13 month contract with MUNFA.

**4. Approval of Agenda**

(G22:001) MOVED (A. Hossain/J. Church) that the MUNFA General Meeting Agenda be accepted.

MOTION CARRIED

**5. President's Report**

Dr. Lepawsky opened the meeting by announcing that Dr. Robin Whitaker and Ms. Erin Alcock are both recipients of the CAUT Dedicated Service award for their exceptional service and dedication to the Association. MUNFA has continued to raise concerns about a variety of issues with the University Administration. Some of the important concerns are as follows:

Collective Bargaining: Dr. Lepawsky outlined the number of strikes that colleagues across Canada are facing and how they are fighting back against threats to the core research and teaching mandates of public universities. He also discussed the most recent MUNFA Negotiating News #5 issued on April 26, 2022, which gives important information on the state of bargaining at Memorial

and concrete actions that MUNFA members can take.

COVID-19: Dr. Lepawsky acknowledged that the ‘grey zone’ of the COVID pandemic continues to be challenging for teaching and research. MUNFA has continually been advocating for members’ health and safety in the workplace which has helped to keep the mask mandate in place for the winter 2022 semester. The status of the fall semester is an open question right now. Dr. Lepawsky noted that MUNFA continues to hear members’ concerns related to ventilation, masks and vaccines and assured that these issues remain in play. He stressed the importance of sharing any concerns regarding working conditions with MUNFA.

Governance: Dr. Lepawsky noted governance remains a major issue for MUNFA and for the operation of the University. MUN is the only University in Canada where faculty have no representation on the Board of Regents which is also very concerning as shared governance is crucial for a public university and its democratic mission. This was very evident based on the recent Ontario Auditor General’s report on the collapse of Laurentian University. MUNFA believes that shared governance should be a top priority for changes to the MUN Act, which was made clear in MUNFA’s submission to government. Despite multiple requests for access to the university administrations submission to government on recommendation changes for the MUN Act, MUNFA has yet to receive anything other than a fully redacted copy obtained through an ATIPPA request.

The announcement of the Auditor General’s inspection could possibly have important implications for governance of the university and academic autonomy. Dr. Lepawsky outlined MUNFA’s concerns with the surprise announcement from government of the amalgamation of several units at the university including medicine, nursing and social work into a single health faculty and possible government interference into the academic mission of the university.

Dr. Lepawsky noted the changes in senior administration with the departure of the new Provost less than six months after her tenure began. It should also be noted that more than half the Deans at Memorial are listed as ‘acting’ or ‘interim’ or ‘pro tempore.’

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.

## **6. Treasurer’s Report**

A copy of the MUNFA Financial Statement for 2020-2021 were distributed to the membership on November 22, 2021. They were also re-circulated to the membership on April 7, 2022 for information purposes.

The Treasurer’s report was given by the MUNFA Treasurer, Ms. Erin Alcock (QE II Library).

- A) The Interim Financial Statement for 20210-21220 and the Proposed Budget for 20221-20232 was distributed to the membership (IB 2021/22:40). Ms. Alcock reviewed the statement and

proposed budget with the membership noting MUNFA's fiscal year is July - June. Ms. Alcock noted that as MUNFA continues to operate through the pandemic there are no major concerns to point out. Ms. Alcock advised that there has been an unusually high number of faculty association strikes across Canada in the past year, which is reflected in our union support donations. The funds are in a healthy state. Ms. Alcock also noted there was a slight increase in the Association's insurance due to inflation and the addition of cyber insurance. There will be no change in membership fees in the upcoming year.

(G22:002) MOVED (E. Alcock/J. Church) that the membership fees for 2022-2023 be maintained at the levels of 2021-2022, as follows:

MUNFA members in the bargaining unit shall pay membership fees by payroll deduction at a rate of 9.5 mils (0.95%) 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 mill 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 excluded from the bargaining unit because of their status as part-time or sessional instructors, shall pay membership fees at the mill rate of 9.5 mils (0.95%), minus CAUT Defence Fund dues

MOTION CARRIED

It was also noted that there is a MUNFA Scholarship donation form included at the end of the information bulletin. Ms. Alcock encouraged the MUNFA membership to contribute to the fund. Ms. Alcock thanked Kim O'Reilly (MUNFA Administrative Officer) for her assistance with the Treasurer's financial duties.

## **7. CAUT Defence Fund**

- A) Dr. Brenda LeFrancois and Dr. Ash Hossain are the MUNFA CAUT Defence Fund Directors. A written report was provided to the membership, outlining the purposes of the Defence Fund, an update on the finances of the Fund and a brief overview of the history of the CAUT Defence Fund.

## **8. Approval of General Meeting Minutes of October 28, 2021**

(G22:003) MOVED (J. Church/A. Hossain) that the General Meeting minutes of October 28, 2021 be accepted.

MOTION CARRIED

## **9. Matters Arising from General Meeting Minutes of October 28, 2021**

There were no matters arising.

**10. Collective Agreement Administration**

- A) Report of the St. John's Academic Freedom & Grievance (AF&G) Committee: Dr. Jon Church (Chair) introduced and thanked the volunteers of the St. John's AF&G Committee and also thanked the MUNFA Staff Amy Wadden (Labour Relations Officer), Travis Perry (Labour Relations Officer [*Interim*]) and Dale Humphries (Labour Relations Coordinator) who provide support to the AF&G Committees noting the Committee handles a very large workload. Dr. Church gave an oral report on the activities of the AF&G Committee and provided the AF&G statistics on Individual and Association grievances that have been filed and the queries received from the membership during the previous six months. There were seven (7) new Individual grievances, which require an individual remedy, ten (10) new Association Grievances filed by the Executive aimed at policy matters and over 50 queries whereby MUNFA seeks an informal resolution. Seven (7) grievances have been referred to arbitration, two (2) arbitrations have been held and two (2) are scheduled for June. Dr. Church advised that one AF&G member has resigned and encouraged members to please reach out to MUNFA to become involved. Dr. Church responded to several questions from the floor.
- B) Report of the Grenfell Campus AF&G Committee: Dr. Sandra Wright (Grenfell AF&G) gave an oral report from the Grenfell AF&G Committee and introduced the members of the Grenfell AF&G Committee, noting that new volunteers are welcomed on the Committee. The Committee currently meet bi-weekly. Dr. Wright also thanked MUNFA Staff Amy Wadden (Labour Relations Officer), Travis Perry (Labour Relations Officer [*Interim*]) and Dale Humphries (Labour Relations Coordinator) for their work and support of the Grenfell AF&G Committee. Members are encouraged to seek assistance from the Grenfell AF&G Committee should they need assistance on any issues. Dr. Wright also thanked the MUNFA Executive Committee for their support.

Dr. Wright provided an update on issues that have arisen at Grenfell since the October 2021 meeting, noting that there are currently one (1) active and two (2) resolved grievances. The Grenfell AF&G Committee are also working closely with the Executive Committee on issues related to COVID, issues related to the Research Impacting Indigenous Groups Policy and the Indigenous Cluster Hires. Dr. Wright encouraged ASMs to reach out for any assistance on the promotion and tenure process. Grenfell daycare has now been confirmed at the Regional Aquatic Centre.

**11. MUNFA Committee Reports**

- A) MUNFA Economic Benefits Committee: Dr. Rebecca Law (Chair, MUNFA Benefits Committee) provided a written report to the membership providing a summary changes to the Benefits Plan and the renewal rates for 2022-2023 fiscal year.
- B) MUNFA Pension Committee: A written report was circulated to the membership providing an update on the Plan as well as MUNFA's concerns in relation to the funding status with MUN's continuing failure to meet its legislatively mandated special payments into the plan. There was a question from an ASM regarding the set-up of the Joint Sponsorship Committee and the stalled talks with Government. The MUNFA Pension Committee Chair., Dr. K. Snelgrove, was not available to attend the meeting to respond. Perry will follow up with Dr. Snelgrove and respond to the ASM.

**12. Collective Bargaining:** Dr. Nicole Power, Co-Chair with Dr. Jon Church, of the MUNFA Negotiating Committee presented an oral report to the membership. Dr. Power introduced and thanked the MUNFA Negotiating Committee and the MUNFA Staff. Dr. Power reminded the membership of MUNFA's priorities at the bargaining table and the frustration felt by the Committee due to lack of response from the employer. Dr. Power outlined several of MUNFA's proposals which have either been rejected or a response has not been received. Dr. Power and Dr. Church answered questions from the floor.

**13. Other Business**

There was no other business.

**14. Adjournment**

(E22:004) MOVED (J. Church/P. Dold) that the General Meeting adjourn.

MOTION CARRIED

Meeting Adjourned at 12:50 p.m.

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Dr. Josh Lepawsky  
President, MUNFA

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Date





## **MUNFA Pensions Committee Report General Meeting October 25, 2022**

As of December 31, 2021, the pension fund had reached a funded ratio of 100%. This means that the value of outstanding pension liabilities (\$2.010 Billion) balances its assets (\$2.013 Billion) [including a 3-year smoothing adjustment]. Unfortunately, since that milestone event, plan assets have dropped in value by 13.6% measure to June 30, 2022. While this change can largely be attributed to ongoing world events, the University Pension Committee is closely monitoring our investments.

As was reported at the April 2022 MUNFA General Meeting, steps are being taken to implement MUN's asset/liability study. Investments are moving away from fixed income (bond) assets and more toward institutional private markets (i.e. infrastructure, real estate, and private leading). These asset classes provide good income generation without the risks inherent in the general equity market. The trade off in these private markets are poor asset liquidity. However, this is well suited to pension plan investing where long-term incoming generation is key and immediate access to cash reserves is less important.

The University has once again been approached by the Provincial Government who has requested Memorial University develop a Joint Sponsorship (JS) proposal with its unions. This is the third round of JS negotiations with the first two proposals having been rejected by Government. Once again, the essence of these negotiations focuses on the three campus unions entering into an agreement with Memorial to co-manage and take financial responsibility for the plan. This would relieve Government of its responsibility to ultimately guarantee university pension payments while providing the unions equal authority over pension plan management. The challenge in this round of negotiations is that Government has indicated their desire for Memorial University and the unions to enter into JS based on a valuation date fixed in the past (December 31, 2021) rather than the future. By selecting this date, the funding status of the pension plan appears to be 100% when in reality the market value of plan assets have fallen considerably since the proposed valuation date.

MUNFA is indicated our willingness to further engage in discussions on a JS proposal, however substantive conversations have not yet occurred.

### **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
- Travis Perry, MUNFA Labour Relations Officer



# 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,**  
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**AMOUNT:** \$\_\_\_\_\_

Method of Payment (**check one**):

**Cheque:**

**Payroll Deduction Per Pay Period:**

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

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

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