

“WHAT WE HEARD” SUMMARY REPORT

Report prepared by MUNFA Proposals Committee

Submitted to MUNFA Executive

February 2026

Introduction

In the Spring, Fall and Winter semesters of 2025-26, the MUNFA Proposals Committee met with ASMs across the St. John’s, Grenfell, Marine Institute and Labrador campuses to talk about workplace issues and priorities for the next round of collective bargaining. The current MUN-MUNFA Collective Agreement (CA) expires in August 2026 and remains in effect until a new CA is negotiated or until there is a strike or lockout. We expect to start bargaining in Fall 2026. In this report, we describe the work carried out by the Proposals Committee to date and provide a short summary of what we have heard from ASMs, including feedback about increasing workload, inadequate supports, and concerns about job security.

Background

The MUNFA Proposals Committee is tasked with drafting contract language for use by the Negotiating Committee in bargaining. In preparation for drafting contract language, the Proposals Committee collects feedback from ASMs and MUNFA Committees about changes members would like to see in their workplace and working conditions, and works with the MUNFA Executive to identify a focused set of priorities for bargaining.

What we did

The Proposals Committee held meetings with ASMs in Faculties, Schools and other constituencies as identified in the MUN-MUNFA CA. The purpose of those meetings was to gather feedback from ASMs about workplace issues important to them, priorities and values for the next round of bargaining, any problems ASMs have encountered with language in the current CA, and any suggestions for edits or additions to the language in the current CA. Members of the Proposals Committee also knocked on ASM office doors on the St. John’s and Grenfell campuses and left cards inviting feedback when no one was available. Over 140 members attended the meetings (in-person or online) and we spoke to many other members at their office door. The schedule of meetings is in Appendix 2.

What we heard

Below we provide a short summary of the main concerns raised in the meetings and doorway conversations with ASMs, as well as feedback received by email in response to our cards.

- **Increasing Workloads:** ASMs across disciplines and units talked about increasing workloads. Reductions in tenured and permanent ASM complement have resulted in increased pressures to do more administrative service, and such pressures are exacerbated when there are no replacements for ASMs on leave. Larger program cohorts and class sizes contribute to increasing workloads. ASMs who take on additional administrative and teaching work often do so with little or no additional remuneration or recognition.
- **Inadequate Support Services:** Inadequate administrative, teaching, research and IT support services are impacting ASMs’ ability to do their work. ASMs talked about long delays in accessing research funds, processing travel claims, preparing lab space and resolving IT/computer issues and reductions in teaching assistant hours. ASMs also voiced concerns

about how the University's adoption of generative AI tools may impact intellectual property and copyright, as well as ASM work.

- **Job Security for Term Appointments:** ASMs recognized that term appointees have played a crucial role in running academic programs and talked about the need to improve their working conditions (e.g., reducing the maximum number of assigned courses) and job security (e.g., longer contracts, permanent stream, pathways to conversion to the tenure stream).
- **The Erosion of Collegial Governance:** ASMs raised concerns about reduced opportunities to participate in informed decision-making and overseeing of academic matters in a meaningful way. Extended interim appointments, limited communication and in some cases unilateral decision-making by administrators undermine collegial processes.
- **Undermining the Comprehensiveness of the University:** ASMs raised concerns about how the current budget model and decision-making about programs threaten to undermine the University's obligations to comprehensiveness of teaching and research, as set out in the Memorial University Act.
- **Salary and Remuneration:** ASMs talked about wanting fair salary structures that keep pace with comparable universities and fair remuneration for administrative duties (e.g., program chairs, deputy heads, division heads).
- **Infrastructure:** ASMs raised concerns about working in poorly maintained and unsafe buildings. In some cases, ASMs are being tasked with responsibility for overseeing building maintenance, while others reported limits on building and office access.
- **Unmet Commitments:** ASMs reported a sense of mistrust towards leadership due to unmet commitments (e.g., the University's failure to meet CA obligations to provide childcare for Grenfell ASMs, the University's decision to deny the joint Collegial Governance Committee's request for an extension to complete its work).

Next Steps

If you were not available to attend the meeting with the Proposals Committee in your unit, there is still time to provide feedback. In particular, we invite feedback about workplace issues important to you and your colleagues, priorities and values for the next round of bargaining, any problems you have encountered with language in the current CA, and any suggestions for edits or additions to the language in the current CA.

Please email your feedback to Dale Humphries, Labour Relations Coordinator at labourmunfa@mun.ca

Appendix 1: List of Proposal Committee members

G. Todd Andrews (Physics)

Dan Duda (QEII Library)
John Hawboldt (Pharmacy)
James LeBlanc (Physics)
Jillene Marlowe (SASS, Grenfell Campus)
Derek Messacar (Economics)
Nicole Myers (Co-operative Education, Engineering)
Camille Ouellet Dallaire (SSE, Grenfell Campus)
Nicole Power (Sociology), Chair
Janna Rosales (Engineering)
Amy Wadden (MUNFA Labour Relations Officer, non-voting member)
Carolyne Walsh (Psychology)
Kim Welford (Earth Sciences)
Yolanda Wiersma (Biology)
Russell Williams (Political Science), Executive Representative

Appendix 2: Schedule of Meetings with ASMs by Academic Unit or Constituency

Unit	Meeting/Visit Dates (2025-26)
Librarians and Archivists	July 8 (In person & Zoom)
Marine Institute	July 29 (Zoom)
Cooperative and Field Education	Aug 5 (In person & Zoom)
Teaching and Regular Term Appointments	Aug 26 (In person & Zoom)
Faculty of Medicine	Sept 9 (In person & Zoom)
Faculty of Nursing	Sept 10 (In person & Zoom)
Faculty of Education	Sept 10 (In person & Zoom)
School of Pharmacy	Sept 11 (In person & Zoom)
Faculty of Humanities and Social Sciences	Sept 16 (In person & Zoom)
School of Social Work	Sept 19 (In person & Zoom)
School of Human Kinetics and Recreation	Sept 24 (In person & Zoom)
Grenfell– Coffee with ASMs	Oct 1
Grenfell, School of Arts and Social Science	Oct 1 (In person & Zoom)
Grenfell, School of Science and the Environment	Oct 2 (In person & Zoom)
Grenfell, School of Fine Arts	Oct 2 (In person & Zoom)
School of Music	Oct 6 (In person & Zoom)
Faculty of Engineering and Applied Science	Oct 8 (In person & Zoom)
Faculty of Science	Oct 10 (In person & Zoom)
Faculty of Business	Oct 16 (In person & Zoom)
Librarians and Archivist – Follow up meeting	Oct 27 (In person & Zoom)
Ocean Sciences Centre	Nov 13 (Office visits)
School of Arctic and Subarctic Studies	Dec 4 (Zoom)
Marine Institute	Jan 22