

***NOTICE OF
MUNFA GENERAL MEETING***

TO: All MUNFA Members
FROM: The MUNFA Executive Committee
DATE: April 15, 2026
SUBJECT: **MUNFA GENERAL MEETING
TUESDAY, APRIL 28, 2026**

We invite MUNFA members to join in for our upcoming General Meeting. The General Meeting of MUNFA will be held on:

TUESDAY, APRIL 28, 2026

AT 11:30 A.M.

VIA ZOOM VIDEO CONFERENCING

An Agenda and documents for the meeting are enclosed.

[Please click here to access the registration page for the Zoom meeting.](#) You will be asked to provide your MUN employee number for verification purposes; this information will be kept confidential. You can find your employee number by checking your pay stub on the MUN HR portal, where it will be listed as your “BANNER ID.”

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

AGENDA
General Meeting of the Membership of MUNFA
Monday, April 28, 2026 @ 11:30 p.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 2025-2026 (and)
Proposed Budget for 2026-2027
5. CAUT Defence Fund Report
6. Approval of General Meeting Minutes of April 29, 2025
7. Matters Arising from General Meeting of April 29, 2025
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. Report from the MUNFA Economic Benefits Committee – A. Graham (Chair)
 - b. Report from the MUNFA Pension Committee – A. Hossain (Chair)
 - c. MUNFA Scholarship Committee Report
10. Other Business



DRAFT
MUNFA General Meeting
October 28, 2025 at 1:00 p.m.
Via ZOOM Video Conferencing

Dr. Lisa Moores (MUNFA President) chaired the General Meeting.

1. Statement of Territorial Acknowledgement

Dr. Moores (Business Administration) opened the meeting by making a Territorial Land Acknowledgement.

Each year MUNFA provides a donation to an indigenous group(s) to pair MUNFA's Land Acknowledgement with tangible resources to help support indigenous groups/students. In this regard, MUNFA has donated \$1000.00 to The Labrador Friendship Centre). MUNFA has also made an additional \$500 donation to the North Shore Fire Recovery fund to provide support for the efforts made to recover from the wildfires during the summer of 2025.

3. Welcoming Remarks and Introductions

Dr. Lisa Moores (Student Wellness & Counselling Centre) welcomed members and provided a short professional biography as an introduction to the membership. Dr. Moores noted that she is serving a 1-year term as MUNFA President effective September 1, 2025 – August 31, 2026.

2. Meeting Restrictions and Conduct

Dr. Moores 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. Dr. Moores outlined the technical issues and polling features to be followed for the Zoom video conference.

4. Approval of Agenda

(G25:005) MOVED (R. Jekanowski/Y. Wiersma) that the MUNFA General Meeting Agenda be accepted.
MOTION CARRIED

5. President's Report

Dr. Moores thanked the MUNFA Executive Committee members and all MUNFA committee volunteers for their willingness to serve and build the Faculty Association and represent their peers. Dr. Moores added a special note of thanks to Dr. Ash Hossain (Business Administration), who completed his term as MUNFA president in August 2025 but continues to be an active Past President and a valued support during the transition into the role of President.

Dr. Moores provided an overview of the work of the Association noting that since the last General Meeting in April 2025 Memorial has a new president and there is a new Provincial Government has been elected. The Executive have undertaken considerable internal work to update and strengthen MUNFA's operational structures. Dr. Moores outlined some of the important issues that are being worked on by the Executive Committee:

1) **Provincial Election:** MUNFA together with the members of the Campus Coalition were very active during the recent provincial election. A town hall focusing on postsecondary education with all three political parties was held on September 24, 2025. MUNFA followed up that town hall by writing to all Party leaders seeking their commitment to Memorial on funding, collegial governance and how they would support educators. Dr. Moores encouraged members to read the responses received which are available on the MUNFA website. MUNFA is currently working to secure a meeting the Premier-Designate to build a constructive relationship with the new government.

2) **New MUN Administration:** Dr. Moores noted that there have been two new members appointed to the MUN senior administration: Dr. Janet Morrison (President) and Trudy-Pound Curtis (Interim VP Finance & Administration). MUNFA has met twice with Dr. Morrison and gave an update on the discussions at those meetings and noted concerns surrounding the increase in senior administration staffing levels. Dr. Moores advised that MUNFA will continue to keep the membership informed on future meetings with the administration.

3) **Collective Bargaining:** Dr. Moores advised that the current Collective Agreement ends on August 31, 2026 and MUNFA preparations for the next round of bargaining are well underway. The Proposals Committee has been formed and have completed many consultations with faculties and schools across both the St. Johns and Grenfell campus with further consultations to continue to seek member's input on issues of concerns to be addressed through collective bargaining. Dr. Moores advised that the stakes are high in the context of declining enrollment, increasing workloads, and lack of transparency surrounding financial decisions but also stressed the number of advantages MUNFA members have in shaping the future of our institution by holding steady to our strong academic mission through MUN's leadership instability and institutional turmoil. It is important for the academic staff to stand together in solidarity and by doing so, MUNFA members can set the tone for the next round of collective bargaining. MUNFA remains strong, united and organized.

In conclusion, Dr. Moores acknowledged and thanked the MUNFA staff and urged MUNFA members to continue to engage and participate in the discussions at their faculty and schools that will affect the decisions for our university. The new leadership and administrators note in discussions they are focusing on student success. Dr. Moores stressed that the best way for MUNFA to support student success is by supporting the people who empower that success – its educators.

6. **CAUT President's Report**

Dr. Robin Whitaker (CAUT President) provided a short biography and thanked MUNFA for the invitation to give an update on CAUT and to provide insight on what we need to do in the difficult times being experienced by most post-secondary educators and institutions across Canada. As a result of the federal cap on international student visas, our colleagues are facing cuts, layoffs, program cuts and closures. Dr. Whitaker gave updates regarding the status of negotiations noting that many faculty associations and labour unions in Canada are currently experiencing labour unrest with most recent strikes at Manitoba and Dalhousie Universities. CAUT is concerned with the government intervention in the labour process, noting the recent Alberta government using the 'notwithstanding' Clause to force teachers back to work, Air Canada flight attendants being forced back to work. CUPOE defied this order and could face fines or more serious legal challenges. This takes real courage to push back. Dr. Whitaker noted that the Canadian Labour Congress voted to support CUPE. Dr. Whitaker spoke about CAUT's concerns surrounding the recent US tariff wars, the attacks on academic freedom and the war on knowledge all introduce new barriers to collaboration with US funded professors.

Dr. Whitaker also expressed her thanks to the CAUT Executive Committee noting the team is strong. She also gave an overview of CAUT's strategic plan, Federal advocacy work, the 2025 pre-budget consultation input with

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the focus on post-secondary education model on multi-lateral agreements, proper infrastructure to recruit top researchers, the need to invest in Indigenous education and to honour Indigenous rights.

Dr. Whitaker reported on the work of NUCAUT noting that both CAUT and NUCAUT strengthen organizational powers with Provincial Associations and wider labour unions. New locals have joined. If you are wondering how to participate, talk to MUNFA. CAUT holds forums and conferences, organizing schools and has many online courses.

Dr. Whitaker closed by stressing the importance for members to defend academic freedom, collegial governance and to advocate the four pillars of academic freedom – teaching, research, extra mural and intra mural speech.

7. **Treasurer's Report**

- A) The Treasurer's report was given by the MUNFA Treasurer, Ms. Erin Alcock (Q.E.II Library). Ms. Alcock advised that due to technical issues, circulation of the 2024-25 MUNFA financial statements was late being sent to the membership. Ms. Alcock provided a screen share of the financial reports and reviewed the statements finalizing the fiscal year ending June 30, 2025 in detail. Ms. Alcock advised that the reports will be re-circulated on the listserv.

Ms. Alcock directed members to the MUNFA Scholarship donation form included at the end of the information bulletin. In the past year, MUNFA has provided 6 student scholarship awards in the amount of \$2500 each. 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.

8. **CAUT Defence Fund**

- A) Dr. Bren LeFrancois (Social Work) and Dr. Ash Hossain (Business Administration) are the MUNFA CAUT Defence Fund Directors. Dr. Hossain also serves as the national Treasurer of the Defence Fund. A report of the Defence Fund was circulated to the membership, outlining the purposes and giving a brief history of the Defence Fund. The report also provided an update on the finances of the Fund, and the fiduciary duties and responsibilities associated with being a Director. Dr. LeFrancois gave an update on the status of collective bargaining and recent job action taken by faculty associations across Canada and how the Defence Fund has helped.

8. **Approval of General Meeting Minutes of April 29, 2025**

- (G25:006) MOVED (A. Hossain/E. Merschrod) that the General Meeting minutes of April 29, 2025 be accepted.

MOTION CARRIED

9. **Matters Arising from General Meeting Minutes of April 29, 2025**

There were no matters arising.

10. **Collective Agreement Administration**

- A) Report of the St. John's Academic Freedom & Grievance (AF&G) Committee: Dr. John Sandlos (History Chemistry) and Dr. Jon Church (Medicine, Retired) are the current St. John's AF&G Co-Chairs. Dr. Sandlos gave an oral report on the activities of the AF&G Committee from April 1 2025 to September 30,

2025. Dr. Sandlos gave an overview of the work of the AF&G Committee noting this Committee serves as the frontline defenders of the Collective Agreement and address the administration on any violations of the Collective Agreement It is an active and rewarding Committee. Dr. Sandlos provided the AF&G statistics of new Individual and Association grievances that have been filed and the queries that have been received from the membership during the previous six months. The AF&G Committee have resolved or closed 22 grievances including the course equivalencies grievances; 6 grievances have been referred to arbitration in this time period. There are currently 2 arbitrations scheduled to be heard in the next six months. 2 arbitrations have been held since April 2025. Dr. Sandlos noted the employer is moving slowly with scheduling, but slight progress is being made through the mediation process. The next set of mediation hearings are scheduled for June 2025. The University has named Scott Kelly as the new Director of Faculty Relations to replace Geoff Williams. The AF&G Committee welcome invitations from members to hold sessions on acad1mic freedom issues or promotion & tenure workshops and are happy to visit any units that may request assistance with these processes. Dr. Sandlos also expressed thanks to the MUNFA staff especially the Labour Relations Team, Amy Wadden (Labour Relations Officer) and Dale Humphries. (Labour Relations Coordinator) who work closely with the AF&G Committees.

- B) Report of the Grenfell Campus AF&G Committee: Dr. Rachel Jekanowski (School of Arts & Social Science, English), Chair of the Grenfell Campus AF&G Committee provided an oral report on the activities of the Grenfell Campus AF&G Committee from April 2025 to September 30, 2025. Dr. Jekanowski gave an overview of the conditions at Grenfell Campus noting increased anxiety about job retention, eroding access to staff support and resources during the past summer. Members have deep concerns related to the new budget model and the security of academic programs. Grenfell representatives are working hard to engage MUNFA members by hosting outreach activities and socials for ASMs to meet their union reps. N. Power (Sociology, Chair of Proposals Committee) has visited the Grenfell campus as part of the Proposals Committee outreach seeking feedback on Collective Agreement issues from members. Dr. Jekanowski outlined the current grievance trends noting several grievances have been filed related to the categorization of Regular Term Appointments and the denial of Teaching Appointment step increases. Grenfell are continuing to deal with the impacts of the late 2023 cyberattack. AF&G continue to receive queries related to unfair contract hiring. Dr. Jekanowski noted that Grenfell AF&G hold regular Joint monthly meetings with the Grenfell Vice-President with the agenda focused on a range of emergent and recurring items with the goal of addressing issues before the escalate to a grievance. These meetings are typically productive. Dr. Jekanowski outlined some of the issues currently on the Joint agenda and also provided information on successful grievance resolutions. Dr. Jekanowski ended by reiterating a call for Grenfell volunteers to join the Grenfell AF&G Committee and the MUNFA Communications Committee. Dr. Jekanowski thanked the MUNFA staff, Amy Wadden (Labour Relations Officer) and Dale Humphries. (Labour Relations Coordinator).

11. MUNFA Committee Reports

There were no Committee Reports.

12. Other Business

There was no other business.

13. Adjournment

(E25:007) MOVED (B. LeFrancois/S. Thorne) that the General Meeting be adjourned.

MUNFA General Meeting
October 28, 2025

MOTION CARRIED

Meeting Adjourned at 12:50 p.m.

Dr. Lisa Moores
President, MUNFA

Date

MUNFA Pension Committee Report – April 2026 AGM

BACKGROUND

MUNFA Pension Committee (*henceforth* the Committee) is a standing committee of MUNFA. The members of this committee are appointed by the Executive Committee (*henceforth* Exec) of MUNFA. As such, the Committee works under the direction of the Exec. Traditionally, most – if not all – members of the Committee serve as representatives of MUNFA at the University-wide Pension Committee (*henceforth* UWPC).

STATE OF THE PENSION FUND

The information provided here is from Mr. Glen Roberts, Director of Pension Services.

The value of the Pension Fund as of February 27, 2026, is **\$2,710,645,233.69 (~2.72 billion)**.

The value of the pension fund as of February 27, 2026, is approximately \$2.72 billion. Due to the war in the Middle East, the fund is experiencing some volatility; however, Mr. Roberts assured us that we remain in a strong position. The pension fund has weathered previous shocks such as the Great Financial Crisis and the COVID-19 pandemic.

The Pension Office does not have updated solvency or going concern valuations beyond December 31, 2024. In inter-valuation periods they will have Eckler extrapolate liabilities until March 31 for financial statement purposes. On March 31, 2025 (see the Annual Report and included financial statements - <https://www.mun.ca/finance/pension-services/>), the pension plan had a going concern **surplus**, based on market value, of **\$199,375,000**. Pension liabilities for this reporting period were extrapolated to be **\$2,193,878,000**.

On March 31, 2025:

Market value of assets	2,393,253,000
Pension liabilities	<u>2,193,878,000</u>
Surplus	199,375,000

March 31, 2026, extrapolation will not be available to us until sometime in May, once the 2026 audit and financial statements are complete.

But based on the value of assets as of March 27, 2026, we may very well have built upon last year's surplus.

Furthermore, on December 31, 2025, our returns were:

1 year return	12.6%
4 year annualized	8.2%
5 year annualized	9.3%
10 year annualized	9.1%

The performance of our fund has been very good both in the short term and long term, especially when viewed in the context of the discount rate of 5.7%. This is a conservative discount rate. This helps bolster our long-term performance and financial well-being.

UPDATE ON DIVESTMENT MOTION

ASMs organized an Extraordinary General Meeting (EGM) in 2024. It was in two parts, the second of which ended in September of 2024. The EGM provided a mandate to Exec to start proceedings on a divestment from the State of Israel and from companies materially implicated in sustaining Israel's unlawful occupation and system of domination over Palestinians.

Subsequently, Exec passed a motion that same fall to instruct the Committee to work on a motion to propose to UWPC.

As a result, the Committee discussed its steps and decided to demonstrate good faith to UWPC and submit a motion to gather information on the cost of divestment. That process started early in 2025. We started to face various tactical obstacles. Ultimately, we were able to put a motion on the table to gather information in the pre-Xmas UWPC meeting, but it could not be voted upon as we did not have a quorum. In a subsequent UWPC meeting in early 2026, it was deemed moot as Mr. Roberts came to the meeting with some verbal information.

Subsequent to these events, the Committee has decided to go to the next UWPC meeting with a full divestment motion. The language of that motion with a backgrounder is attached as an appendix to this report (this will be circulated to members of UWPC).

CONCLUDING REMARKS

Please feel free to reach out to MUNFA if you have any questions about the Committee or any concerns that you want us to raise at the UWPC level. We encourage ASMs to think about joining the Committee. We are all volunteers and we need more volunteers to run our operations smoothly.

Sincerely,

Dr. Ash Hossain

Chair, MUNFA Pension Committee,

On Behalf of Members of MUNFA Pension Committee

Appendix to Pension Committee Report

Motion to Divest

“That the University-wide Pension Committee commit to ensuring the divestment of the Memorial University Pension fund from the State of Israel and all Israeli and international companies that sustain Israeli apartheid, war crimes, and occupation.”

Background Note on Proposed Divestment Motion

The proposed motion asks the University-wide Pensions Committee (*henceforth* UWPC) to support divestment from the State of Israel and from companies materially implicated in sustaining Israel’s unlawful occupation and system of domination over Palestinians. Major human rights organizations, including Amnesty International, Human Rights Watch, and B’Tselem, have concluded that Israeli authorities are committing apartheid.^{[1][2][3]} In July 2024, the International Court of Justice held that Israel’s continued presence in the occupied Palestinian territory is unlawful and that Israeli laws and measures there breach the prohibition on racial segregation and apartheid.^[4]

At Memorial, this issue can be approached through existing investment policy rather than personal political belief. Memorial’s investment disclosure states that the University is a trustee and fiduciary, that its investment policies include ESG considerations, that social justice and human rights are embedded within those considerations, and that individual moral values should not determine investment decisions. It also states that pension plan members have a say through UWPC, a committee of the Board of Regents.^[5]

Supporting the motion need not breach fiduciary duty if members understand it as a request for prudent review and implementation through existing governance processes. Memorial’s pension investment policy states that the Board and UWPC recognize the importance of environmental stewardship, social responsibility, and good corporate governance, and that such factors are to be considered where material to fund performance. It also assigns the Committee roles in recommending the Statement of Investment Policy and Objectives, monitoring managers, and seeking and providing advice on current issues.^[6] The Committee’s terms of reference also authorize it to review pension fund managers and provide direction on investment strategy and stewardship, provided that direction is consistent with the Board-approved policy.^[7]

Canadian guidance points in the same direction. The Canadian Association of Pension Supervisory Authorities states that ESG information can be relevant to a pension fund’s financial risk-return profile, that using ESG information for financial insight is consistent with fiduciary duty, and that ignoring material ESG information could itself be a breach. It also notes that ESG risks can appear through legal and reputational channels.^[8] Accordingly, a vote for the motion is most defensible when framed not as a symbolic political act, but as a request that Memorial apply its own ESG, stewardship, and fiduciary framework to a case involving documented human-rights concerns and possible legal and reputational risk.

Endnotes

[1] [Amnesty International, “Israel’s Apartheid Against Palestinians”](#)

[2] [Human Rights Watch, *A Threshold Crossed*](#)

[3] [B’Tselem, “This is apartheid”](#)

[4] [International Court of Justice, *Advisory Opinion*, 19 July 2024](#)

[5] [Memorial, *Investment Disclosure*](#)

[6] [Memorial University Pension Plan, *Statement of Investment Policy and Objectives*](#)

[7] [Memorial, *University Pensions Committee Terms of Reference*](#)

[8] [Canadian Association of Pension Supervisory Authorities, *Guideline No. 10*](#)



**MUNFA Scholarship Trust Fund Committee
Report to the MUNFA Membership
April 28, 2026**

The MUNFA Scholarships Committee is pleased to advise that seven (7) students have been awarded MUNFA Scholarships in the amount of \$2500.00 each for the 2025-2026 Academic Year. Congratulations to the following recipients:

- Jordan Clarke
- Maggie Gill
- Bethany O'Brien – **Dr. William E. Schrank Memorial Scholarship**
- Arianna Osmond
- Jordan Peddle – **Ditte Koster Memorial Scholarship**
- Nathan Poole
- Samuel Walsh

Should you wish to begin contributing to the MUNFA Scholarship Endowment Trust Fund, to increase your current contribution, or simply to send a one-time contribution, please complete the [Scholarship Fund form](#) and return it to the MUNFA office. A tax receipt will be issued at year end, or if you wish to receive your receipt immediately, please indicate this with your contribution.

For more information on the MUNFA scholarships, please refer to the website (www.munfa.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)

