

Key elements of Memorial's current proposal to MUNFA

Item	Memorial's current offer	Context
Contract length	4 years	MUNFA requested a four year contract. The university's current offer is for four years.
Increased salary	6% -- Sept. 1, 2022 2% -- Sept. 1, 2023 2% -- Sept. 1, 2024 2% -- Sept. 1, 2025 12% over four years	MUNFA had asked for 14% over four years. The university amended its position at the beginning of these meetings in an attempt to reach an agreement.
	\$2,000 bonus	Memorial offered this bonus to all members. MUNFA declined.
Improved benefits for all members	Top up to full salary for parental leave increased by 20 weeks (supplemented parental leave).	This means a member taking maternity/birthing leave + parental leave will have access to 52 weeks of leave at full salary. A member taking parental leave will have access to 35 weeks at full salary.
Improved benefits specifically for term appointments	Change standard appointments length from 4 to 5 months; 8 to 9 months; and 12 to 13 months.	An additional month to give term appointments paid time to prepare their courses.
	Full \$2,000 signing bonus.	Earlier offers included a pro-rated signing bonus based on contract length. New offer is for full \$2,000, regardless of duration for term appointments who taught in the 21/22 or 22/23 academic years.
	Providing for course remission in recognition of service for teaching appointments.	MUNFA has declined this proposal.
	125% increase in annual professional development and travel expense allowances for	\$1,800 annually for professional development or travel (increase from \$800).

	teaching term appointments.	
Improved benefits for faculty (tenure, tenure-track and regular term appointments)	12.5% increase in annual professional development and travel expense allowances (PDTER).	\$1,800 annually for professional development or travel (increase from \$1,600).
	More than 30% increase in compensation for additional teaching (or similar) duties.	Members who are assigned a course above their expected teaching load currently receive \$5,144. Memorial's current offer would increase that amount to \$6,360 in year one of the contract. This amount would increase at the same rate as salary, increasing to \$6749 on Sept. 1, 2025.
Addressing rising liabilities of group insurance benefits	Change in health insurance benefits available to new employees upon retirement	<p>Currently, MUNFA members with two years of service receive full health benefits as retirees with a 50/50 cost share with the university.</p> <p>To align with all other Memorial employees, including NAPE and CUPE, as well as other public sector groups in the province, Memorial proposed extending the period of service to 15 years and splitting the cost 60/40. This will not impact current employees.</p> <p>Even with the proposed changes, Memorial is one of the few universities in Canada that offer this level of health benefits to retirees.</p>
Collegial governance	Memorial University strongly upholds the collegial governance of our bicameral system.	<p>MUNFA as an entity is seeking greater input in areas currently in the purview of the Board of Regents.</p> <p>The <i>Memorial University Act</i> outlines the roles and responsibilities of Senate and the Board of Regents.</p> <p>It gives authority to the Board of Regents to oversee management, administration and control of property, revenue, business and affairs of the university.</p>

		<p>Senate is responsible for all academic matters of the university and has significant representation from academic staff members elected by their peers.</p> <p>This proposal is inconsistent with the bicameral model of university governance.</p> <p>The university has recommended to the provincial government that faculty representation be added to the Board of Regents when the <i>Memorial University Act</i> is updated.</p> <p>The current collective agreement outlines the collegial decision-making processes. For a full list, please see "Collegial Governance at Memorial"</p>
	<p>No changes to existing complement language.</p>	<p>Memorial's current agreement allows for regular term appointments to be converted to tenure-track appointments, with approval from the provost or, at Grenfell Campus, vice-president (Grenfell Campus).</p> <p>The current language gives Memorial the flexibility to hire academic staff members based on the needs of individual units that may change from semester to semester, year to year.</p> <p>Term appointments are also eligible for posted tenure-track positions and have been successful in this competitive process.</p>