

TO: All MUNFA Members

FROM: The MUNFA Executive Committee

DATE: November 23, 2016

SUBJECT: Investigations That May Lead to Discipline (Article 20)

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Article 20 of the MUN/MUNFA Collective Agreement mandates that the University shall notify MUNFA of all investigations of alleged gross misconduct in academic research involving Academic Staff Members (ASMs). For other forms of alleged misconduct, however, the University does not always notify MUNFA that an investigation has been launched.

ASMs have the right to have a union representative present for any investigative discussions or meetings with their employer that may lead to discipline or termination. MUNFA is available to assist and support any ASM who receives notification of an investigation. MUNFA encourages any member who receives notification of an investigation to contact the MUNFA office immediately for advice.