

TO: MUNFA Members

FROM: The MUNFA Executive Committee

DATE: March 28, 2018

SUBJECT: Public Sector Compensation Transparency Act

The [Public Sector Compensation Transparency Act](#) (the Act) requires an annual public listing of all employees at Memorial University who receive total compensation of over \$100,000 a year. It is expected that this list will include the name, rank and department of ASMs at Memorial.

The Act provides that an individual employee may be exempted from disclosure if the disclosure could reasonably be expected to threaten the safety or mental or physical health of the employee. The exemption process is only for those who received \$100,000 or more in total compensation in the previous calendar year.

The Act also requires that employees be given at least 60 days' notice prior to the planned release date of salary disclosure. It is MUNFA's understanding that this notification will occur for ASMs by email on or before March 29, 2018.

Employees have 14 days from the date of this notification to apply for an exemption from disclosure. Such applications should be submitted to the [President of the University](#). A form for requesting an exemption can be found [here](#).

In requesting an exemption, Provincial Government guidelines suggest that the onus is on the applicant to set out the facts and circumstances that demonstrate the potential reasonable threat of disclosure to their safety or mental or physical health, as well as a link between the disclosure and the threat. For example, circumstances that may justify an exemption include previous harassment, spousal abuse or stalking issues.

In the event an applicant is not satisfied with the decision of the University, the ASM must submit an appeal to the President of the Treasury Board within 14 days of receiving the decision of the University.

For further information, please consult the [compensation disclosure information](#) posted on the Government of NL website.

ASMs may contact MUNFA if they have any questions regarding this process.