

Memorandum of Understanding

between

Memorial University of Newfoundland

and

Memorial University of Newfoundland Faculty Association

"Without Prejudice"

Joint Gender Equity Salary Adjustment Committee

1. The University shall establish a Gender Equity Fund of one million dollars (\$1,000,000) in total in order to address gender-based inequities in total salary for women ASMs when compared to men ASM counterparts.
2. The Gender Equity Fund shall be administered by a Joint Gender Equity Salary Adjustment Committee (JGESAC) composed of five (5) persons, two (2) ASMs appointed by the Association, two (2) individuals appointed by the University, and a mutually-agreed upon Chair. The appointments shall take into account the need for Grenfell Campus representation. This Joint Committee shall determine its own procedures and shall complete its work within three (3) years following the signing of this Collective Agreement.
3. The JGESAC shall examine and compare all ASM salaries at the University. Adjustments to women ASMs' salaries shall be assigned to women ASMs whose salaries are judged to be inequitable, when compared with the salaries of men ASMs within their Academic Unit, taking into consideration years of service and rank. The Committee shall take into consideration how to assess salary inequities in units which are predominantly comprised of women.
4. The Committee's decision shall be communicated in writing to the ASM no later than 30 April each year and shall include a written statement of the reasons for the decision in respect of the criteria set out herein. The Committee shall notify the Association and the Administrative Head, the Dean, and the Provost and Vice President (Academic) or Vice President (Grenfell Campus) of its decision.
5. Salary adjustments in the total salary of a woman ASM shall take effect on 1 July following the Committee's decision.



Jon Church
Chief Negotiator, MUNFA

26 Feb 2019
Date



G. Williams
Co-Chief Negotiator, MUN

Feb 26, 2019
Date