

TO: All MUNFA Members

FROM: The MUNFA Executive Committee

DATE: May 5, 2020

SUBJECT: **COVID-19 Related Grievances**

Many Academic Staff Members (ASMs) have been in contact with MUNFA regarding challenges they have faced during the ongoing COVID-19 pandemic. Despite the current remote working conditions of ASMs, MUNFA reminds members that the MUN/MUNFA Collective Agreement (CA) remains in effect. Accordingly, in this information bulletin, we remind you of relevant procedures concerning complaints and grievances, and advise members of actions MUNFA has already taken on your behalf.

First, we would like to remind ASMs that if you have concerns or questions about employment-related issues, please contact us as soon as possible.

MUNFA staff and volunteers can often help you resolve a problem without a formal procedure, but sometimes a complaint or grievance will be needed. In such cases, time is of the essence. The Collective Agreement specifies timelines at Article 20 for the filing of a grievance and these timelines vary depending on the circumstances. As such, it is recommended that you get in touch with MUNFA as soon as possible if an issue or concern is not appropriately resolved by your Administrative Head.

As well, it is strongly encouraged that when you are raising questions/concerns with your administrative head that you do so in writing and request written responses.

Second, MUNFA has been proactive in seeking written agreement between the Parties on a number of concerns. At this time, however, the University has not agreed to our requests. As such, MUNFA has filed two Association Grievances:

- Sabbatical leaves: MUNFA contends that the University, by failing to accommodate ASMs whose sabbatical leaves have been impacted by the COVID-19 pandemic, and by failing to allow ASMs to defer or cancel current sabbatical leaves impacted by the COVID-19 pandemic, has violated Clause 1.11, Articles 2 and 22, and other relevant sections of the Collective Agreement.

- PDTER funds: MUNFA contends that the University, by forcing ASMs to use PDTER funds to purchase the necessary materials and equipment required to perform their work during the COVID-19 pandemic, has violated Clause 1.11, Articles 2, 3, 27, and 32, and other relevant sections of the Collective Agreement.

We ask that if you have concerns related to the above Association Grievances, or other employment-related issues, please get in touch with the MUNFA office (munfa@mun.ca) as soon as possible.

We also encourage you to join us on Thursday, May 7th at 11:00am for a [COVID-19 Town Hall organized by MUNFA](#).