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**TO:** All MUNFA Members

**FROM:** The MUNFA Executive Committee

**DATE:** September 18, 2023

**SUBJECT:** Know Your Rights

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With the start of a new academic term, the MUNFA Executive would like to remind members of the rights afforded to them by their [Collective Agreement](#). For more information on your rights as an employee, permanent academic staff members should consult [MUNFA's Know Your Rights page](#). Contract academic staff members can consult [MUNFA's Know Your Rights page for Teaching Term Appointments and Regular Term Appointments](#).

Members can always seek advice from the MUNFA Labour Relations Officer with any questions or potential problems that may arise. This includes if you are presented with material deemed private or confidential by the administration surrounding a workplace issue such as the [Respectful Workplace Policy](#).

This is an additional reminder that as a part of the back-to-work agreement, it was agreed that workers would not face retaliation for actions undertaken throughout the strike. The MUNFA Executive would thus like to encourage members who feel as though they have faced unfair treatment or retaliation due to actions undertaken during job action to contact MUNFA.

The appropriate contacts in reference to Labour Relations concerns are:

- Amy Wadden – Labour Relations Officer (E) [lro.munfa@mun.ca](mailto:lro.munfa@mun.ca)
- Dale Humphries – Labour Relations Coordinator (E) [labourmunfa@mun.ca](mailto:labourmunfa@mun.ca)
- General inquiries to MUNFA can be sent to [munfa@mun.ca](mailto:munfa@mun.ca).