

TO: All MUNFA Members

FROM: The MUNFA Executive Committee

DATE: December 18, 2024

SUBJECT: **Outside Professional Activities and Sabbatical Leaves**

The MUNFA Executive is aware that some ASMs have recently received letters approving sabbatical leaves that make reference to Article 20 and Outside Professional Activities.

In particular, the MUNFA Executive is aware that ASMs are being directed to provide information on the nature and scope of paid outside professional activities at the commencement of such activities and are being asked to provide copies of any employment agreements or terms of reference.

Article 20 of the Collective Agreement encourages ASMs to take on professional activities with the community outside of the University, as long as such activities do not interfere with their duties and commitments as ASMs. Clause 21.27 of the Collective Agreement specifically outlines the acknowledgment that ASMs may partake in outside professional activities while on sabbatical leave.

The MUNFA Executive reminds ASMs of their rights under Article 20 of the Collective Agreement. And while Clause 20.02 requires ASMs to make available to their Administrative Head (upon written request) information on the nature and scope of paid outside professional activities, it is MUNFA's position that this does not entitle the University to request or receive employment agreements, terms of reference, or other similar documents related the Outside Professional Activity (whether it occurs on sabbatical or not).

ASMs with questions or concerns are asked to contact the MUNFA office (munfa@mun.ca) or 709-864-8642.