

TO: All MUNFA members
FROM: MUNFA Executive
DATE: September 17, 2025
SUBJECT: Confidentiality Agreements in Service and Hiring Committees

In 2022, the MUNFA Executive heard from concerned ASMs being asked to sign confidentiality agreements as part of service and committee work. Of particular concern, the MUNFA Executive learned that ASMs serving on Search Committees for Academic Administrators and other Senior Administrative Positions were being asked to sign such agreements.

The MUNFA Executive was concerned that such agreements were not in line with the University's promises of more transparent and collegial hiring processes for senior administrators at Memorial, and as a result MUNFA filed an Association Grievance on the matter.

MUNFA and the University administration had the opportunity to discuss the grievance during grievance mediation sessions held last spring. Unfortunately, the Parties were unable to reach a mutually agreeable grievance remedy and MUNFA has withdrawn the grievance. However the MUNFA Executive remains concerned that ASMs will continue to face such agreements in the future. The MUNFA Executive will continue to monitor this situation. ASMs who are requested or required to sign or assent to such agreements are asked to contact the MUNFA office at munfa@mun.ca.