

TO: All MUNFA Members

FROM: The MUNFA Executive Committee

DATE: September 19, 2025

SUBJECT: Course Equivalencies (Clause 3.17) IMPORTANT UPDATE

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The MUNFA Executive is pleased to advise that MUNFA and the University administration have resolved the outstanding grievances related to course equivalencies.

The University agreed to sign MUNFA's proposed Memorandum of Understanding (MOU) from November 2024. As reported in our [IB of January 28, 2025](#), MUNFA proposed a settlement that would see both sides agree to withdraw all outstanding grievances (both MUNFA and University grievances), which would then trigger the timelines outlined in [Clause 3.17](#) (in accordance with the [signed MOU to pause Clause 3.17](#)). MUNFA had proposed the settlement to allow Academic Units wishing to review course equivalencies to engage in the process outlined in [Clause 3.17](#).

With looming arbitration dates scheduled for next week and later in October, the University advised yesterday that it would accept MUNFA's offer of settlement as originally proposed last Fall.

**As per the MOU signed yesterday, the 60-day time limit in Article 3.17 of the current Collective Agreement is now in effect (as of September 18, 2025).** The full text of Clause 3.17 can be found below.

If any ASMs have questions on this settlement or Clause 3.17, they are asked to contact the MUNFA office at [munfa@mun.ca](mailto:munfa@mun.ca).

A joint written notice, as agreed upon in the MOU, will be forthcoming

### **Full-Text of Clause 3.17**

The equivalencies specified in Clause 3.16(a) may be altered according to the following procedures:

- (a) Within sixty (60) days of the signing of this Collective Agreement and upon request by either:
- (i) the Dean, Director, or where equivalencies were previously determined by department in a departmentalized faculty, the Department Head; or
  - (ii) at least ten (10) or one-half, whichever is less, of the Faculty Members from within the relevant Faculty, or School, or Department;

the Administrative Head shall call a meeting of the Academic Unit for the purpose of deciding whether to re-examine course equivalencies.

(b) Following such a meeting and if formal approval has been obtained by a majority vote by ballot of the Faculty Members in that Academic Unit, a Faculty, or School, or Department shall re-determine course equivalencies in the following manner:

(i) If the equivalencies had previously been established by Faculty or School, a Special Committee shall be struck within the Faculty or School, within one hundred (100) days of the date of signing of this Collective Agreement in order to re-determine the equivalence of all non-standard teaching formats, including, but not limited to, Laboratory Courses, and intern, clinical, research, thesis and other academic supervision of undergraduate and graduate students in the Academic Unit relative to a three-hour lecture course. The Special Committee shall consist of three (3) Faculty Members elected by and from among the Faculty Members in the Faculty or School and two (2) Faculty Members appointed by the Dean or Director. After receiving the Report of the Special Committee, the Dean or Director shall determine the course equivalencies as recommended in the Report of the Special Committee within ten (10) days of the receipt of the Report of the Special Committee. This determination shall be fair and equitable, and shall be circulated to all Faculty Members in the Academic Unit.

(ii) If the equivalencies had previously been established by Department, the Department Head shall, following Collegial Consultation, determine the equivalencies. This determination shall be fair and equitable, and shall be circulated to all Faculty Members in the Academic Unit