

TO: All MUNFA Members, School of Pharmacy, HSC

FROM: The MUNFA Executive Committee

DATE: November 9, 2010

RE: **Settlement of Grievances re: School of Pharmacy Office Space**

As a settlement of Individual Grievances filed in 2008 by MUNFA concerning private offices in the School of Pharmacy, MUNFA and the university administration have settled these grievances with the attached undertaking.

If you have comments and/or questions, please contact the MUNFA office at munfa@mun.ca or 864-8642.



Office of Faculty Relations

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FAXED

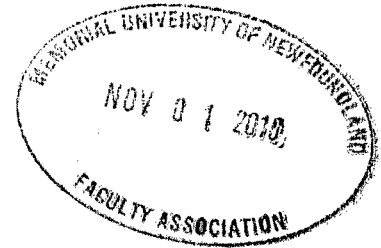
October 28, 2010

"Without Prejudice"

Fax and Mail

Dr. Ross Klein
President, MUNFA
Alexander Murray Building

Dear Dr. Klein:



RE: Individual Grievances

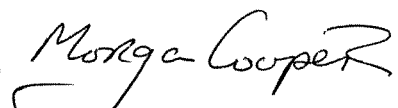
Further to our discussion on October 25, 2010 on the above noted grievances and the planned move by clinical faculty members within the School of Pharmacy to office space on Tiffany Lane, this is to advise you of the measures that the University shall undertake to facilitate a smooth transition to the new location. As long as School of Pharmacy Faculty Members remain remote from the HSC, located off campus, the following shall be in effect.

- Office Hours – Faculty Members located at Tiffany Lane shall accept reasonable responsibility for academic advising and consulting with students, including accepting a fair and equitable share of advising duties. Faculty Members located at Tiffany Lane shall be otherwise exempt from the provisions of Clause 3.02 (c) (i) and (ii).
- Parking – A number of reserved parking spaces shall be made available at the HSC for those Faculty Members located at Tiffany Lane who wish to commute between the two locations. If this reserved parking is not available, the University shall reimburse the Faculty Members for any parking costs incurred.
- Taxi Service – Faculty members located at Tiffany Lane shall have the option of availing of taxi services at no charge for the purpose of travel between Tiffany Lane and the HSC.
- Committee Meetings – Whenever reasonably practicable, committee meetings shall be held at Tiffany Lane. In such circumstances, Faculty Members located at HSC may also avail of the taxi service at no charge for the purpose of travel between the two locations.
- The School of Pharmacy shall use best efforts to hire a Research Facilitator on a three year contractual basis to assist faculty members with grant applications, etc.
- Clerical Support - There shall be a clerical staff person assigned to Tiffany Lane to assist faculty members with their administrative support requirements.
- Business Centre – The office space at Tiffany Lane shall include a Business Centre with a photocopier, fax machine, printer, and the necessary supplies.

- Travel Time – In recognition of the travel time associated with the move to Tiffany Lane and its potential impact on Faculty Members' ability to perform his/her duties and responsibilities, all Faculty Members who are assigned offices at Tiffany Lane shall each be awarded a research grant of \$1,000 per year for a period of four years, effective January 1, 2011. Any Faculty Member assigned office space at Tiffany Lane after January 1 shall receive an amount prorated for that calendar year.

It is understood that the arrangements agreed to by the parties in the foregoing shall be non-precedent setting.

Yours truly,


Morgan Cooper
Director, Faculty Relations

- c. Dr. L. Hensman, Director, School of Pharmacy