



Office of the Provost and Vice-President (Academic)

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MUNFA

November 8, 2018

*"WITHOUT PREJUDICE"*

Dr. R. Whitaker  
President, MUNFA  
Alexander Murray Building  
Memorial University of Newfoundland

Dear Dr. Whitaker:

**RE: Association Grievance A-18-07 (Smoking Policy)**

This letter is in response to the step 2 meeting of October 24, 2018 concerning the above noted grievance.

The University acknowledges that enforcement of the Smoking Policy poses challenges for all stakeholders. To assist in this regard, we encourage ASMs to report any incidents of smoking on campus through Environmental Health and Safety's MIMS system so that such incidents can be investigated and addressed.

We also note that the Smoking Policy is up for review which will allow for MUNFA to provide input through the consultation phase of the review.

I trust that these measures shall resolve the grievance.

Sincerely yours,

Sean Cadigan  
Associate Vice-President (Academic)

cc Mr. G. Williams, Director, Office of Faculty Relations  
Ms. B. Battcock, Associate Director, Environmental Health & Safety