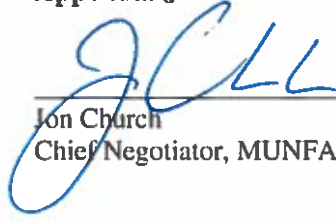
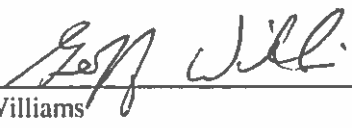


**Memorandum of Understanding****between****Memorial University of Newfoundland****and****Memorial University of Newfoundland Faculty Association****"Without Prejudice"**

For the purposes of determining universal principles of course equivalencies and standard course equivalencies for all ASMs teaching at the University, the Parties agree that:

1. Within thirty (30) days of the signing of this Collective Agreement, the University shall establish a Special Committee of nine (9) members, four (4) ASMs appointed by MUNFA, four (4) members appointed by the University, and one (1) appointed non-voting Chair, agreeable to both Parties.
2. The Committee shall develop its own procedures, and shall use an iterative, consensus building process. The Committee shall consult with academic administrators, administrative support staff, ASMs in all Academic Units, and any other constituency (for example, including but not limited to Grenfell Campus, Marine Institute, Labrador Institute, etc.) as deemed appropriate by the Committee. The Committee shall develop course equivalencies, for all teaching formats including, but not limited to, Laboratory Courses, and intern, clinical, research, thesis and other academic supervision of undergraduate and graduate students at the University relative to a three (3) hour lecture course through consideration of factors in Clause 3.13, other applicable Clauses in the Collective Agreement and resources required to implement any proposed changes.
3. Within one hundred (100) days of the Committee being formed, the Committee shall deliver an interim Report to the Parties, and shall seek consultation on that Report. The interim Report shall be supported with a two-thirds (2/3) majority vote of the Committee. Absent a two-thirds (2/3) majority vote the Committee will be disbanded.
4. Within one hundred forty (140) days of the Committee being formed, the Committee shall deliver its final Report, which shall be supported with a two-thirds (2/3) majority vote of the Committee, to the Parties.
5. Course equivalencies developed and published in the Report shall be binding upon formal agreement, in writing, by the Parties. Such agreement shall not be unreasonably withheld.
6. Until such time that the Report is implemented, the language in Clauses 3.16 and 3.17 in the October 20, 2014 – August 31, 2017 Collective Agreement will prevail.
7. For the purposes of this Memorandum of Understanding, the date of signing of the Collective Agreement as referenced in Clause 3.17 shall be deemed to be the earlier of:
  - i. one hundred thirty-one (131) days from the signing of the Collective Agreement, if the Committee has failed to submit an interim Report; or
  - ii. one hundred seventy-one (171) days from the signing of the Collective Agreement, if either Party fails to provide formal agreement as per #5 above.

  
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Jon Church  
Chief Negotiator, MUNFA

  
\_\_\_\_\_  
G. Williams  
Co-Chief Negotiator, MUN

26 Feb 2019  
Date

February 26, 2019  
Date