

TO: All MUNFA Members

FROM: The MUNFA Executive Committee

DATE: September 29, 2021

SUBJECT: Course Equivalencies

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It has come to MUNFA's attention that the administration intends to unilaterally implement the recommendations in the [Final Report of the Special Committee on Course Equivalencies](#) in Fall 2022 without having received formal agreement from MUNFA in writing, or otherwise. This is a clear violation of Point 5 of the [Memorandum of Understanding](#) (MOU) in Appendix J of the MUN/MUNFA Collective Agreement signed by the Parties in the last round of Collective Bargaining which states:

*“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.”*

As such, Academic Staff Members (ASMs) should assume that existing course equivalencies for Academic Units as per [Clause 3.16](#) of the Collective Agreement remain in effect as course assignments are decided for future semesters. We ask that ASMs inform our office ([munfa@mun.ca](mailto:munfa@mun.ca)) if they are being told otherwise by their Administrative Head.

The MUNFA Executive Committee has written to Faculty Relations informing them that the course equivalencies published in the Final Report are not binding on our members and urged them to reconsider their position. We also asked that the administration consider a separate MOU to vary Clause 3.17 to allow Academic Units to reconsider existing course equivalencies, as that Clause has been on hold awaiting the Final Report of the Special Committee on Course Equivalencies. As of September 28, 2021 the administration has refused MUNFA's requests. MUNFA retains the right to grieve a violation of the Appendix J MOU but will update ASMs as this matter progresses.