

TO: All MUNFA Members

FROM: The MUNFA Executive Committee

DATE: October 20, 2023

SUBJECT: Course Equivalencies (Clause 3.17)

Due to a number of unresolved grievances related to course equivalencies and [Appendix J](#) of the [April 30, 2019-August 31, 2020 Collective Agreement](#), MUNFA and the University [signed a Memorandum of Understanding \(MOU\)](#) on July 12, 2023 to alter the preamble of Clause 3.17 (the full text of Clause 3.17 is available below) and thus the timelines for Academic Units to re-examine course equivalencies.

In an effort to expedite the process, MUNFA and the University attempted to resolve the grievances via mediation with arbitrator Chris Peddigrew at the end of September 2023. Unfortunately, following three days of mediation, the Parties were unable to reach an agreement and the grievances remain unresolved.

The outstanding grievances will now be heard by Mr. Peddigrew in an expedited arbitration process. It is anticipated that a decision on the grievances will be provided by Mr. Peddigrew in the Spring of 2024. As such, the MOU to pause the timelines of Clause 3.17 remains in effect until the decision of the arbitrator is available. MUNFA will communicate the arbitration decision and any updates as they become available.

Any questions or concerns on this matter should be sent to munfa@mun.ca.

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.