

TO: All MUNFA Members

FROM: The MUNFA Executive Committee

DATE: September 17, 2024

SUBJECT: Gender Equity Sabbatical Salary and Arbitration Award Update

The MUNFA Executive has recently received confirmation from the Office of Faculty Relations that Academic Staff Member (ASM) salaries while on sabbatical leave, as well as the research grants under Clause 21.18 of the Collective Agreement, are inclusive of the gender based salary steps allocated from the report of the [Joint Gender Equity Salary Adjustment Committee](#).

The MUNFA Executive encourages all ASMs in receipt of gender based salary step adjustments to check their sabbatical salaries and any grants under Clause 21.18 to ensure the amounts include the additional salary steps. Any ASM who has questions or who thinks there may be a calculation error is encouraged to contact Faculty Relations (facrel@mun.ca) and copy MUNFA (munfa@mun.ca).

As you may be aware, our Union won a significant arbitration decision in recent months regarding the payment of gender equity salary adjustments. More details on that win can be found - [HERE](#)

The MUNFA Executive has also been in touch with the Office of Faculty Relations regarding the implementation of this arbitration decision which ordered the University to assign the total amount of the Gender Equity Fund as originally decided by the Joint Gender Equity Salary Adjustment Committee.

The implementation of the award will require retroactive payments to eligible ASMs. The MUNFA Executive will continue to update the membership on any developments on this matter.

As always, please reach out at any time if you have any concerns or questions - munfa@mun.ca