

TO: All MUNFA Members

FROM: The MUNFA Executive Committee

DATE: March 24,2025

SUBJECT: Grievance Settlements in Faculty of Nursing

---

In 2024, the MUNFA Executive Committee filed two Association grievances arising from issues in the Faculty of Nursing. One grievance was filed based on the failure to properly post a job advertisement and appoint an ASM position in line with the procedures outlined in the Collective Agreement. The other grievance was filed based on non-compliance with the *Memorial University of Newfoundland Procedures Governing the Appointment, Review, Promotion and Tenure of Academic Administrators* as noted in Clause 28.01 of the Collective Agreement.

In their initial settlement offers, the University put forward the assurance that such violations would not occur in the future. As a gesture of good will towards this assurance and [because of the outstanding number of grievances due to Collective Agreement violations](#), MUNFA requested in counter settlements offer that the University also make a small donation (\$250) to the MUNFA Scholarship Fund. The MUNFA Executive Committee felt that this nominal amount of money (\$500 in total) would help move the parties to a settlement for the grievances, while benefiting students in the form of tuition support.

The University refused MUNFA's more than reasonable offer of settlement each time it was offered. Due to the number of outstanding grievances, and the cost of having the two grievances move to arbitration, the MUNFA Executive Committee reluctantly settled the grievances without achieving the small donation request for the MUNFA Scholarship Fund. The MUNFA Executive remains disappointed with the University administration's inability accept a more than reasonable settlement on two grievances that would directly benefit the students of Memorial.

Questions or comments on this matter can be directed the MUNFA office via [munfa@mun.ca](mailto:munfa@mun.ca).