

TO: **All MUNFA members**
FROM: **MUNFA Executive**
DATE: **May 2, 2025**
SUBJECT: **Compensation for Overload Teaching & Course Equivalencies**

The MUNFA Executive has been made aware of attempts by University administrators in a number of Schools and Faculties to unilaterally alter the ways in which Academic Staff Members (ASMs) are compensated for overload teaching or other teaching equivalents. This can include, but is not limited to:

- assertions that agreed-upon course equivalency documents are no longer valid or in force;
- attempts to reduce or alter agreed-upon compensation for administrative duties;
- attempts to limit the right of ASMs to choose whether they wish to receive a stipend or future teaching remission for overload work; and
- a failure to offer remissions for scholarship as laid out per Clause [3.25](#).

As you may know, there are a number of [active Association Grievances](#) related to Course Equivalencies, and the Clause [3.17](#) timelines for renegotiating those equivalencies are currently paused, pending the outcome of an arbitration scheduled for June 2025.

The current Course Equivalencies document for your Academic Unit remains in effect and in force. These documents **cannot be altered** except through the collegial process in Clause [3.17](#). The MUNFA Executive strongly advises ASMs to familiarize themselves with the equivalencies for their Academic Unit, and to reference Clause [3.17](#) and/or this MUNFA IB in discussions where the relevancy or applicability of existing course equivalency documents is not being recognized.

ASMs also cannot be made to accept compensation, either as a stipend or a future remission: Clause [3.1.27](#) leaves compensation at the ASM's discretion. University administrators may attempt to convince members otherwise, citing budget constraints. **Your right to choose your compensation** is protected under Collective Agreement.

Faculties and Schools **are required to set aside at least one (1) course remission every Academic Year** for scholarly work, whether their respective Deans advertise them or not. ASMs are encouraged to apply for a course remission under Clause [3.25](#), even if there has been no public call for applications.

The MUNFA Executive understands that the University is facing unprecedented budgetary constraints, but abrogating the rights of our members, bargained in good faith, is not a path forward for the University community. We encourage Dr. Lokash and the Board of Regents to redouble their efforts with the Provincial Government to refund the University, instead of asking our members to bear the costs of increased workloads that will dilute the quality of education provided.

If your right to fair compensation for overload teaching has been impacted by budgetary concerns, please contact MUNFA (munfa@mun.ca) immediately.