

IN THE MATTER OF AN ARBITRATION
BETWEEN:

MEMORIAL UNIVERSITY OF NEWFOUNDLAND

- and -

MEMORIAL UNIVERSITY OF NEWFOUNDLAND
FACULTY ASSOCIATION

- Grievance of Professor Arif Hasnain

MARTIN TEPLITSKY, Q.C.
Arbitrator

APPEARANCES:

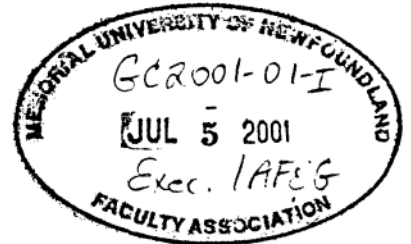
On behalf of the
Faculty:

Sheila H. Greene, Counsel
Noel Roy
Bernice Schrank
Bill Schipper
Paul Wilson

On behalf of the
University:

Augustus Lilly, Q.C., Counsel
Jack Strawbridge

Hearing held June 21, 2001 in Corner Brook, Nfld.

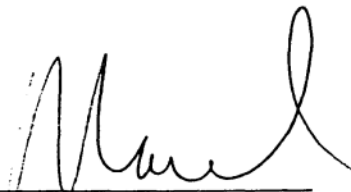


A W A R D

On consent:

1. The recommendation for dismissal for cause is set aside.
2. Professor Hasnain's record will include a written reprimand for inappropriate language to a student.
3. Professor Hasnain will give a written undertaking to the University to refrain in the future from the use of inappropriate language with students.
4. Professor Hasnain acknowledges a problem with alcohol and undertakes to continue his programme to deal with this problem, i.e.:
 - (i) He will continue to consult Stephen Pinsent, a registered psychologist and follow his directions until discharged from his care by Mr. Pinsent;
 - (ii) He will continue regularly to attend AA meetings.
5. I will remain seized if any breach of paragraphs 3 or 4 is alleged.

DATED the 26th day of June, 2001



MARTIN TEPLITSKY, Q.C.
Arbitrator.