

I.4 Recognition of the Association

The Board recognizes the Association as the sole and exclusive bargaining agent for the members of the bargaining unit as defined by Certificate Number 1594-79-R of the Ontario Labour Relations Board dated December 18, 1979, and as amended on June 6, 1980.

The Association shall have the right at any time to call upon the assistance of representatives of the Canadian Association of University Teachers (C.A.U.T.) and the Ontario Confederation of University Faculty Associations (O.C.U.F.A.), when dealing with or negotiating with the University. Such representatives and any other duly designated representatives shall have access to the University premises at all reasonable times to consult with members, Association officers, or University officials. When such representatives deal directly with the University officials, the extent of their authority shall be clearly defined and communicated to the University officials by the Association.

I.4.1 The employer shall not impair or diminish any rights or benefits currently available to the members of the association or any group of members except as required by the terms of this agreement.

I.4.1.1 Any proposed changes to university policy statements affecting the working conditions of Association members shall only take effect with the agreement of the Association. University policies relating to the governance of this agreement or relating in any way to the working conditions of Association members shall otherwise be entirely commensurate with the conditions of this agreement.

1.4.1.2 Any discipline of a member of the Association can only proceed under the provisions of the discipline clauses outlined in this collective agreement