

ARTICLE 3: RECOGNITION AND COMPOSITION OF THE BARGAINING UNIT

- 3.01 The Board recognizes the Association as the exclusive bargaining agent of all employees who are members of the full-time academic staff at Lakehead University in the Cities of Thunder Bay and Orillia with the rank of Lecturer, Assistant Professor, Associate Professor, Professor (including all Chairs and Directors of academic units), or a Contract Lecturer Member teaching four or more half course equivalents or having eighteen or more contact hours per week of performance instruction during the academic year in which he/she is teaching, all full-time professional librarians and part-time professional librarians meeting the criteria set out in Article 13.04 and to the extent provided therein, employed by Lakehead University in the Cities of Thunder Bay and Orillia, save and except the President, Vice-Presidents, Deans, the University Librarian, individuals holding administrative positions provided that more than fifty percent of their salary at the University is received for their administrative functions, Research Associates, Research Assistants, Post-Doctoral Fellows, academic staff employed at Lakehead University while on leave from other employers.
- 3.02 3.02.01 If a faculty member who is a member of the Board files a grievance and such grievance is referred to arbitration, the member shall be deemed to have resigned from the Board.
- 3.02.02 If a faculty member who is a member of the Board accepts appointment as an officer of the Association, accepts appointment to any Association committee concerned with collective bargaining, or undertakes to represent the Association in a collective bargaining or labour relations capacity, the member shall be deemed to have resigned from the Board.