

GUIDING PRINCIPLES FOR INTERACTIONS BETWEEN ACADEMIC MEMBERS

LOCAL 240, CAAT ACADEMIC Adopted by OPSEU Local 240 December 5, 2011.

We will commit to work together in a way that fosters cooperation and mutual respect. We will recognize the unique, different strengths of one another, and the important contributions individuals contribute to the work we do.

As in any relationship, issues will arise and we will use the following principles to guide our interactions:

1. We recognize our colleagues as professionals, and will respect their autonomy and competence.
2. We will recognize and respect our colleagues' freedom of expression.
3. We will recognize and respect our colleagues' intellectual property, and will acknowledge their work, giving due credit.
4. We will refrain from acting or speaking in a manner prejudicial to any other member.
5. We will refrain from making negative comments or judgements to students about any other member.
6. We will refrain from making negative comments or judgements to students about a course taught by another member.
7. We will not use our position of authority unfairly and to the detriment of any other member.
8. We will refrain from bargaining individually with the employer, understanding that to do so would undermine other members and the union.
9. We recognize coordinators are members, not managers. When we act as coordinators, we will behave fairly, refraining from any behaviour that directly or indirectly impacts any other member in a negative fashion.
10. We will engage in respectful dialogue directly with a member who we believe has not honoured any one, or more, of these guiding principles. We will do this in good faith, intending to reach a resolution.