

Relevant Sections of the Collective Agreement

60. Conflict of Commitment (External Professional Activities)

60.3 Members have the right to engage in external professional activity provided that such activity does not conflict with their normal University duties and responsibilities.

60.4 A conflict does not exist when a Member fulfills the duties and responsibilities required by the category of the Member's appointment and as defined in the Standard of the Member's Academic Unit or the Libraries as described in sections 27.15, 27.16, and 27.26.

60.10 For all Members with a full-time appointment (1.0 FTE), a description of the nature and scope of all external professional activity which taken together involves a commitment of the Member's time in excess of a half working day per week will be included in an annual report submitted to the Member's Chair with a copy to the Member's Dean or to the University Librarian. All information in such reports is confidential.

Obligation to Disclose

61.5 At the time a Member is required for salary adjustment evaluation in the Member's unit to submit material related to the past two years' activities, the Member must also submit a statement to their next level of authority identifying any real or potential conflict of interest that might reasonably affect the Member's activities that fall within the scope of this section. This statement (the "Disclosure Statement") will be contained in a separate document, be filed in the Member's Personnel File in the unit, and will, except as required by this section, be kept confidential.

Reporting

61.21 At the time a Chair makes recommendations for merit, the Chair will forward to the next level of authority an aggregated summary of all actual or potential conflicts of interest disclosed by Faculty Members for the year, how many were resolved by the Member's abstention from participation in any activity to which this section applies and how many were resolved by establishing a protocol for managing the conflict.

61.22 To the extent permitted by law, except as necessary for reporting as required in this section or for reasonable consultation in making or appealing a decision on the existence or continuation of, or on the conditions for managing a conflict of interest, information in any Disclosure Statement will be kept confidential.