

### **Article 3: Recognition and Jurisdiction**

- 3.01 The Parties recognize the Association as the only representative and the only negotiating body for the faculty and librarians covered by the certification issued by the Ministère du travail et de la main-d'oeuvre on January 20, 1981 (See Appendix 1).
- 3.02 Consequently, any policy, individual agreement or letter between the employer and particular individual(s), creating working conditions contrary to the provisions in the Collective Agreement, whether more favourable or less favourable, shall be null and void insofar as it affects such individual(s) who are in the bargaining unit, or if temporarily removed, once they return to the bargaining unit.
- 3.03 This Collective Agreement applies to all members covered by the certification issued by the Ministère du travail et de la main-d'oeuvre on January 20, 1981.
- 3.04 A member on leave or on reduced-time appointment shall continue to be a member of the bargaining unit.