

**Article 5: Management Rights**

- 5.01 The Association acknowledges the right and the responsibility of the Employer to operate and manage Concordia University.
- 5.02 The parties agree that openness and transparency are essential to encourage collegiality, mutual respect, and academic freedom.
- 5.03 The Employer shall exercise its managerial functions in a manner that is fair, reasonable and equitable, in accordance with the principles of natural justice, and subject to the provisions of this Collective Agreement.