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ARTICLE __

INTELLECTUAL PROPERTY

Section 1. Bargaining unit employees shall have the same intellectual property rights and obligations as other University employees under applicable state and federal statutes and University By-Laws and policies. Intellectual property that is (1) derived without use of University resources, equipment, facilities or funding; and (2) unrelated to the employee’s research at the University, will not be considered University property, subject to state and federal guidelines.

Section 2. The Union acknowledges that the University may revise, issue, and/or develop bylaws and policies respecting intellectual property at any time. Such policies and any changes shall apply to Postdocs, as employees, upon implementation by the University. The University shall provide the Union timely notice of any revisions to the Intellectual Property and Commercialization Policy.

Section 3. Postdocs shall have rights to authorship on any original works, in keeping with academic norms.

Section 4. The University shall, on request, grant a Postdoc a non-exclusive, non-commercial license for research, teaching, and educational use of intellectual property created while working as an employee, and to which they have a legitimate claim.

Section 5. Postdocs shall be subject to and have rights under the Policy on Alleged Misconduct in Research in the same manner as other University employees.

Section 6. If a dispute arising under this article proceeds to arbitration, the arbitrator may not substitute their judgement for an academic judgement by the University. The Union may prevail by demonstrating a violation due to University action based on procedural or other non-academic factors. A dispute arising under this Article may proceed to arbitration only if it arises based on procedural or other non-academic factors.

Section 7. The University shall post its current intellectual property, commercialization, and patent policies on its web site.

Section 8. Retaliation against any Postdoc who, in good faith, reports or who participates in the investigation of violations of policies referenced in this Article is strictly forbidden. Retaliation means any adverse action taken against a person for making a good faith report of prohibited conduct or participating in any proceeding under the Policy on Alleged Misconduct in Research. Retaliation includes any threatening, intimidating, harassing, coercing or any other conduct that would discourage a reasonable person from engaging in activity protected under the Policy on Alleged Misconduct in Research. Claims of retaliation based on filing a complaint of research or academic misconduct, in connection with their employment, or on participating in an investigation related to research and academic misconduct should be reported by the Postdoc or by the Union on the

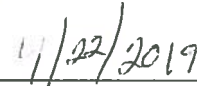
Postdoc's behalf to the Vice President for Research (VPR) or designated Research Integrity Officer (RIO). The University shall investigate all claims of retaliation promptly. The University shall ensure that a Respondent to a Postdoc's report or grievance, or to a report or grievance in which a Postdoc participated, will come under the joint authority of the Graduate School.

Tentative Approval



UAW-Postdocs

JM ASL
JH



Date



University of Connecticut



Date