

AGREEMENT BETWEEN

THE AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS (AAUP)

and

ASSOCIATION OF DANISH MASTERS (DM) DENMARK, FINNISH UNION OF UNIVERSITY RESEARCHERS AND TEACHERS (FUURT) FINLAND, NORWEGIAN ASSOCIATION OF RESEARCH WORKERS (NARW) NORWAY, SWEDISH ASSOCIATION OF UNIVERSITY TEACHERS (SULF) SWEDEN (collectively, "Scandinavian Organizations")

TO PROVIDE SERVICES FOR MEMBERS OF THE WORKING TEMPORARILY IN THE UNITED STATES AND MEMBERS OF THE AAUP WORKING TEMPORARILY IN THE SCANDINAVIAN NATIONS.

1. This is a reciprocal agreement between the Scandinavian Organizations and the American Association of University Professors (AAUP) that provides for services for (a) members of the Scandinavian Organizations working temporarily in institutions in the United States at which there is an AAUP chapter and, if a collective bargaining chapter, where visiting faculty are not included in the bargaining unit, and (b) for members of the AAUP working temporarily in institutions of higher education and/or research in the Scandinavian nations.
2. The AAUP will recommend to AAUP members who are visiting at an institution of higher education and/or research that the appropriate union to join is the organization that is signatory to this agreement.
3. Each Scandinavian Organization will recommend to its members who are visiting faculty at an institution at which there is an active AAUP chapter that they join the AAUP.
4. Members of the AAUP working in a Scandinavian nation for a period not to exceed two (2) years, and who do not become regular members of the appropriate Scandinavian Organization shall be eligible for complimentary associate membership in the Scandinavian Organization as "Guest Members."
 - A. When members of the AAUP are arranging temporary employment in a Scandinavian nation, the AAUP will direct them to the appropriate Scandinavian Organization which, to the extent possible, may provide information, advice and informal representation, as needed, to assist with employment issues. Such assistance may be provided either by the appropriate full-time official at the national level or officers of the Scandinavian Organization at the institution.
 - B. Branches of the appropriate Scandinavian Organization may, at their absolute discretion, invite Guest Members to attend general meetings and to take part in discussions.

C. Guest Members may take part in national activities of the Scandinavian Organization by invitation from an appropriate official.

D. Guest Members will not take part in elections for local or national officers of the Scandinavian Organization.

E. Guest Members cannot take part in ballots concerning industrial action.

F. Guest Members shall have access to any financial services available to members of the Scandinavian Organization, subject to any limitations required by the providers of such services.

5. Members of a Scandinavian Organization working in the United States at an institution at which there is an active AAUP chapter for a period not to exceed two (2) years and who are not members of an AAUP bargaining unit, shall be eligible for complimentary membership in the AAUP as "Public Members."

A. Public members shall have access to any financial services available to members of the AAUP in the United States, subject to any limitations required by the providers of such services.

B. AAUP chapters may, at their absolute discretion, invite public members to attend general meetings and to take part in discussions.

C. Public members may take part in national activities of the AAUP by invitation from an appropriate official.

D. Public members will not take part in elections for local, state or national officers of the AAUP and will not have a vote on local, state or national policy matters.

E. Public members of collective bargaining chapters may not vote on matters pertaining to collective bargaining.

F. When members of a Scandinavian Organization are arranging temporary employment in the United States, the Scandinavian Organization will direct them to the AAUP which, to the extent possible, may provide information, advice and informal representation, as needed, to assist with employment issues. Such assistance may be provided by the appropriate full-time official at the national level, by an AAUP state conference and/or by an AAUP chapter at the institution.

6. Neither association is obliged, by virtue of this agreement, to provide professional legal advice, representation, or financing for such services for Guest or Public members. The two associations may, to the extent possible and at their discretion, provide legal information and resources if significant legal principles arise. The respective national offices of the two organizations will consult about attendant costs.

7. The AAUP and the Scandinavian Organizations agree to promote this agreement within their countries as the Transnational Higher Education Associated Membership Plan.

8. Services provided by both the AAUP and the Scandinavian Organizations to Guest or Public members shall be borne in consideration for similar services from the other signatories under this reciprocal agreement.

9. This agreement shall last for three (3) years from the date of signing.

A. This agreement may be extended for a further period by mutual agreement at the end of the three (3) year term.

B. This agreement's terms with respect to any party may be terminated by giving the other parties six (6) months' written notice. At the end of the period of such notice, no Guest or Public member is entitled to any benefits under the terms of this agreement.

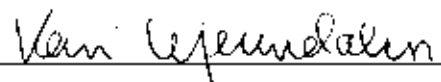
C. During the three (3) years of this agreement, the signatories agree to record and monitor the number of Guest or Public members who receive benefits under the agreement and to provide a breakdown of the same by name, type of service and cost where this information can be determined. Each signatory will report on the findings to the others on an annual basis.

Agreed to this 29th day of August, 2004:



Jane Buck, President
on behalf of the AAUP

Agreed to this 20th day of Dec, 2004



on behalf of the NARW

Date: 20/12-04