

AGREEMENT

Between the University and College Union (UCU) and the Norwegian Association of Researchers (NAR) to Provide Services for Members of the UCU Working Temporarily in Norway and Members of the NAR Working Temporarily in the United Kingdom.

1. This is a reciprocal agreement between the University and College Union (UCU) and the Norwegian Association of Researchers (NAR) that provides for services for (a) members of the UCU working temporarily in institutions in Norway where NAR is recognised and (b) for members of NAR working temporarily in institutions of higher education in the United Kingdom where UCU is recognised but where visiting academic staff are not eligible for full union membership.
2. Affiliate members receiving services in the host country must remain members in good standing of their home organization and continue to pay appropriate fees. Affiliate members shall register with the host union which will inform the home union of their registration.
3. Members of the NAR working in the United Kingdom who do not become regular members of the UCU shall be eligible for complimentary membership in the UCU as “affiliate members.” The period of complimentary affiliate membership for any individual shall not exceed two (2) years.
 - A. When members of the NAR are arranging temporary employment in the United Kingdom, the NAR will direct them to the UCU, which will provide information, advice and informal representation, if required, to determine the terms of the contract of employment of the affiliate members and any other employment issues arising from the appointment. Such assistance may be provided either by the appropriate full-time official at the national level or officers of the UCU at the institution.
 - B. UCU branches may, at their absolute discretion, invite affiliate members to attend general meetings and to take part in discussions.
 - C. Affiliate members may take part in national activities of the UCU by invitation from an appropriate official.
 - D. Affiliate members will not take part in elections for local or national officers of the UCU.
 - E. Affiliate members cannot take part in UCU ballots concerning industrial action.
 - F. Affiliate members will be entitled to receive the *UC* magazine while working in the UK.
 - G. Affiliate members shall have access to any financial services available to members of the UCU in the United Kingdom, subject to any limitations required by the providers of such services.

- H. Affiliate members shall not have any automatic entitlement to professional legal advice and representation. Where a significant legal principle is identified by the national Executive Committee of the UCU, discussions will take place between the two unions and an agreement reached on liability for costs arising from any legal advice or representation. Neither union is obliged, by virtue of this agreement, to provide representational services and/or financial assistance for such services. For the avoidance of doubt, this clause does not override the residual discretion of the national Executive Committee of the UCU to decide whether or not to provide legal advice or representation.
4. Members of the UCU working in Norway who do not become regular members of the NAR shall be eligible for complimentary membership in the NAR as “affiliate members.” The period of complimentary affiliate membership for any individual shall not exceed two (2) years.
- A. When members of the UCU are arranging temporary employment in Norway, the UCU will direct them to the NAR, which will provide information, advice and informal representation, if required, to determine the terms of the contract of employment of the affiliate members and any other employment issues arising from the appointment. Such assistance may be provided either by the appropriate full-time official at the national level or officers of the NAR at the institution.
 - B. NAR branches may, at their absolute discretion, invite affiliate members to attend general meetings and to take part in discussions.
 - C. Affiliate members may take part in national activities of the NAR by invitation from an appropriate official.
 - D. Affiliate members will not take part in elections for local or national officers of the NAR.
 - E. Affiliate members cannot take part in NAR ballots concerning industrial action.
 - F. Affiliate members will be entitled to receive the NAR *Forskerforum* while working in Norway.
 - G. Affiliate members shall have access to any financial services available to members of the NAR in Norway, subject to any limitations required by the providers of such services.
 - H. Affiliate members shall not have an automatic entitlement to professional legal advice and representation. Where a significant legal principle is identified by the NAR, discussions will take place between the two organisations and an agreement reached on liability for costs arising from any legal advice or representation. Neither union is obliged, by virtue of this agreement, to provide representational services and/or financial assistance for such services. This clause does not override the residual discretion of the NAR to decide whether or not to provide legal advice or representation.

5. The NAR and the UCU both agree to promote this agreement within their countries as the Transnational Higher Education Individual Affiliate Membership Plan.
6. Services provided by both the NAR and the UCU to affiliate members shall be borne in consideration for similar services from the other union under this reciprocal agreement.
7. This agreement may be terminated by either party by giving the other six (6) months written notice. At the end of the period of such notice, no affiliate member is entitled to any benefits under the terms of this agreement.

Agreed to this _____ day of _____, 2007:

PRESIDENT: _____ (NAR)

PRESIDENT: _____ (UCU)

GENERAL SECRETARY: _____ (NAR)

GENERAL SECRETARY: _____ (UCU)