

Dear colleague,

Please be advised that we have received a letter from the Minister of Education last Tuesday, in which it is stated that the UMASA-MUT position requires further evaluation by the University/Government negotiation team, and that both the Minister of Education and the Minister of Finance have had official duties abroad during these two weeks.

Since the academic staff absolutely cannot continue to wait indefinitely for our deserved dues any longer, we are instructing all academic staff members to abide strictly by the [2001-2003 collective agreement](#) with immediate effect, in particular:

1. Lecturing and supervision duties

These are to be carried out strictly between 0800 and 1700 hours, from Monday to Friday. There is to be no lecturing or supervision (including availability for examination sessions) outside of these times unless there is adequate extra remuneration at the rate of at least € 34.94 per hour.

2. Student contact

There is to be no academic advice provided individually or in small groups (including by e-mail or other means) to students outside of the requisite advertised contact hours (four hours per week).

3. Other measures

Lectures, laboratories, etc. are to be abandoned immediately if:

- a) any equipment used for lecturing, demonstration or practical work is missing, not properly assembled or faulty;
- b) venue does not have sufficient room to seat all students;
- c) ambient conditions in venue are not adequate (temperature, lack of air circulation, dirt, etc.)

In such a case please write a short letter to your Head of Department (or Dean or Pro-rector as appropriate) giving details of the shortcoming.

4. Personal Transport

Do not use personal transport to attend to University business. Instead book University transport.

5. Vacation Leave

The present Collective Agreement stipulates that academics are entitled to 40 days vacation leave per year, in addition to Christmas and Easter recess. In order to conform fully to the terms of the work-to-rule, it would be necessary to avail yourselves of your full leave entitlement.

6. Access to personal files

The Collective Agreement states that academic staff have the right to access personal data collected during the course of execution of their duties. This means that academics have a right to access data being collected by beadles on attendance of academics for lectures. Please contact the office of the Registrar for this information.

Furthermore, we have advised the Minister that if we do not receive a positive reply to our position by Thursday 11th December 2008, the unions will have no choice but to take any appropriate action deemed necessary.

Sincerely
Dr Michael A. Saliba
Secretary - UMASA

Mr Franklin Barbara
General Secretary - MUT