

Question:

Humber College, in its letter of approval of Professional Development Leave, is claiming a vested interest in anything produced during that leave that has commercial value. I assume that means royalties on books, patents, and so on. I've heard from the Dean that the college believes that anything produced on PD Leave is paid work and, therefore, College property. Is this true?

Answer:

NO. There is nothing in Article 20 of the Collective Agreement that indicates the College can imply ownership any of the materials or products produced during your Professional Development leave. What you bring back to the College and use at the College after your PD Leave can be considered to be available for ownership.

We are recommending that people either cross out the offending wording when they sign or add a proviso that the College has no right to any work they may produce on PD. Be sure to initial your modifications before signing.