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4 **Union Rights**  
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6 **Section 1.** United Academics may use university facilities ~~for union activities~~ according to current  
7 applicable building use policies ~~applicable to campus groups~~. United Academics is responsible for  
8 ensuring availability, making all necessary arrangements, and paying all necessary fees.

9 **Section 2.** United Academics will advise the Employer, in writing, of all elected officers and alternates  
10 who have been designated by the Union. This list shall be updated and sent to the Employer within a  
11 reasonable time following any changes.

12 **Section 23.** United Academics shall have the right to communicate with its members and the members  
13 of the bargaining unit, including use of university email at all times without interference by the  
14 Administration, provided such communication does not unduly interfere with the work duties of a  
15 bargaining unit member. Communications between bargaining unit members about union matters  
16 should not unduly interfere with university operations, students, other employees, or members of the  
17 public.

18 **Section 34.** United Academics shall have the right to make a presentation and distribute information at  
19 the Human Resources orientations that include new faculty bargaining unit members. The presentation  
20 shall be for the purpose of introducing attendees to the union and its role in representing faculty  
21 bargaining unit members. The presentation will not be used for discussion of labor/management issues  
22 or disputes.

23 ~~**Section 4.** United academics shall have the right office space in the Memorial Union or alternative~~  
24 ~~suitable office space for the term of the Agreement. If United Academics uses the space, United~~  
25 ~~Academics agrees to reimburse the University at a reasonable rate on July 1 of each year for the term of~~  
26 ~~the Agreement.~~

27 **Section 5:** Designated United Academics elected officers, with prior approval from a supervisor, shall be  
28 granted flexibility in scheduling work to allow reasonable time for: (a) investigating and processing  
29 grievances on behalf of United Academics; (b) attending investigatory meetings and/or due process  
30 hearings involving represented employees; and (c) acting as a representative of United Academics in the  
31 act of collective bargaining.

32 **Section 65.** The Employer shall provide ~~United Academics shall have the right to a list of~~ information for  
33 all members of the bargaining unit delivered on the following dates: October 16, January 16, April 16,  
34 and July 16. This information will be provided within ten (10) days, or as soon as practicable, first day of  
35 each month at no cost to the Union and in a mutually agreeable format. The list shall include the  
36 following information:

- 37 a. First name ~~in use by the faculty member~~  
38 b. Last name ~~in use by the faculty member~~  
39 c. Middle name or initial ~~in use by the faculty member~~

- 1 d. University ID number
- 2 e. Job title
- 3 f. Name of the faculty member's supervisor
- 4 g. Home department or unit
- 5 h. Pay department or unit
- 6 i. Work location (~~including office number~~)
- 7 j. Office phone number
- 8 k. Email address
- 9 ~~l. Classification~~
- 10 ~~m. Rank~~
- 11 ~~n. Rank Title~~ effective date
- 12 ~~o. Length of service~~
- 13 ~~p. Job start and end date~~
- 14 ~~q. Appointment basis (9- or 12- month-employee)~~
- 15 ~~r. Annual salary rate~~
- 16 ~~s. Appointment percentage~~
- 17 ~~t. Full time or part time status~~
- 18 ~~u. Job status (Leave or Active)~~
- 19 ~~v. Job type (Primary, Secondary, Overload)~~

20 ~~Section 6. United Academics shall be entitled to annual reports no later than July 1 of each year. These~~  
21 ~~annual reports shall be:~~

- 22 ~~a. All promotion and tenure decisions concerning bargaining unit faculty members made by the~~  
23 ~~Provost or designee during the preceding academic year.~~
- 24 b. [we'll add more as we go]