

1 **UNITED ACADEMICS PROPOSAL**

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3 **RELEASE TIME**

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5 **Section 1:** The Employer shall provide United Academics with an annual release time  
6 pool equivalent to three 12-month full-time positions for the purposes of conducting  
7 union business, including, but not limited to, contract administration, grievances, and  
8 participation in United Academics' governance, including its state and national affiliates.  
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10 **Section 2:** For each of the two terms prior to the expiration of this Agreement, the  
11 Employer shall provide an additional pool of two 12-month full-time positions for  
12 distribution to the United Academics negotiating team for the purposes of preparation and  
13 attendance of negotiating sessions.  
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15 **Section 3:** United Academics may purchase the equivalent of up to two 12-month full-  
16 time positions each academic year. United Academics will reimburse the Administration  
17 at the appropriate buyout rate.  
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19 **Section 4.** United Academics will notify the Employer, as far in advance as possible, of  
20 the particular bargaining unit members who shall receive release time in order to permit  
21 adequate coverage of work assignments. In situations where a bargaining unit member  
22 receives less than full release for a given term, they will work with their immediate  
23 supervisor to determine which portions of their work will be released.  
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25 **Section 5.** Service for United Academics will count as university service for the purposes  
26 of annual review, promotion, and tenure decisions.