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Union Rights

5 **Section 1.** United Academics may use university facilities according to current applicable building use
6 policies. United Academics is responsible for ensuring availability, making all necessary arrangements, and
7 paying all necessary fees.

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

11 **Section 3.** United Academics shall have the right to communicate with its members and the members of
12 the bargaining unit, including use of university email, provided such communication does not unduly
13 interfere with the work duties of a bargaining unit member. Communications between bargaining unit
14 members about union matters should not unduly interfere with university operations, students, other
15 employees, or members of the public.

16 **Section 4.** United Academics shall have the right to make a presentation and distribute information at the
17 Human Resources orientations that include new bargaining unit members. The presentation shall be for
18 the purpose of introducing attendees to the union and its role in representing bargaining unit members.
19 The presentation will not be used for discussion of labor/management issues or disputes.

20 **Section 5.** Designated United Academics representatives, by prior arrangement with a supervisor, shall be
21 granted reasonable time during their regularly scheduled work hours for:

22 (a) investigating and processing grievances and other workplace complaints on behalf of United
23 Academics;

24 (b) attending investigatory meetings and/or due process hearings involving represented
25 employees;

26 (c) participating in or preparing for proceedings under the Public Employee Collective Bargaining
27 Act, or that arise from a dispute involving a collective bargaining agreement, including arbitration
28 proceedings, administrative hearings, and procedures before the Employment Relations Board;

29 (d) acting as a representative of United Academics in the act of collective bargaining;

30 (e) attending labor management meetings;

31 (f) providing information regarding a collective bargaining agreement to newly hired employees
32 at employee orientations or at any other meetings that may be arranged for new employees; and

33 (g) testifying in a legal proceeding in which they have been subpoenaed as a witness.

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35 **Section 6. Release Time.** The Employer shall provide United Academic with an annual release time pool
36 equivalent to two 12-month full-time positions for the purposes of conducting union business, including,
37 but not limited to, contract administration, grievances, and participation in United Academic's
38 governance, including its state and national affiliates. **The Employer will support half of the combined**
39 **salary and benefits for the bargaining unit members assigned to the release pool. United Academics will**

1 reimburse the Employer for the other half of the combined salary and benefits for the bargaining unit
2 members assigned to the release pool.

3 For each of the two terms prior to the expiration of this Agreement, the Employer shall provide an
4 additional 2.0 FTE of release time for distribution to the University Academics negotiating team for the
5 purposes of preparation and attendance of negotiating sessions. The Employer will support half of the
6 combined salary and benefits for the bargaining unit members assigned to the release pool. United
7 Academics will reimburse the Employer for the other half of the combined salary and benefits for the
8 bargaining unit members assigned to the release pool.

9 United Academics may purchase the equivalent of up to two additional 12-month full-time positions each
10 academic year for the purposes of conducting union business, including, but not limited to, contract
11 administration, negotiations, and grievances. United Academics will reimburse the Employer at the
12 appropriate salary and benefit rate.

13 In order for any one unit not to bear a disproportionate burden of the release, no more than two
14 individuals from any single academic unit shall be released at any one time, except by mutual agreement.
15 In order to permit adequate coverage of work assignments, United Academics will notify the Employer, at
16 least thirty days by the first working day one term prior to the release, of the particular bargaining unit
17 members who shall receive release time. In situations where a bargaining unit member receives less than
18 a full release for a given term, they will work with their immediate supervisor to determine which portions
19 of their work will be released.

20 ~~Section 7. Academic units are encouraged to count service for University Academics as university service
21 for the purposes of annual review, promotion, and tenure decisions.~~

22 **Section 87.** By the fifth business day of each month, the Employer shall provide information about all
23 members of the bargaining unit. This information will be provided at no cost to the Union and in a mutually
24 agreeable format. The list shall include the following information:

- 25 a. First name in use by the faculty member
- 26 b. Last name in use by the faculty member
- 27 c. Middle name or initial in use by the faculty member
- 28 d. University ID number
- 29 e. Job title
- 30 f. Name of the faculty member's supervisor
- 31 g. Home department or unit
- 32 h. Pay department or unit
- 33 i. Work location
- 34 j. Office phone number
- 35 k. Email address
- 36 l. Classification
- 37 m. Rank
- 38 n. Rank effective date
- 39 o. Length of service
- 40 p. Job start and end date
- 41 q. Appointment basis (9- or 12- month)

- 1 r. Annual salary rate
- 2 s. Appointment percentage
- 3 t. Job status (Leave or Active)
- 4 u. Job type (Primary, Secondary)