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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 Academics 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. **For the first three contract years (specific dates) of**  
39 **the Agreement, the Employer shall support one 12-month full-time position and an additional 0.50 FTE of**  
40 **a second 12-month full-time position. At the conclusion of the three contract years (specific dates), the**  
41 **Employer will support half of the combined salary and benefits for the bargaining unit members assigned**

1 to the release pool. United Academics will reimburse the Employer for the other half of the combined  
2 salary and benefits for the bargaining unit 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 1.0 FTE of release time for distribution to the United Academics negotiating team for the  
5 purposes of preparation and attendance of negotiating sessions.

6 United Academics may purchase the equivalent of up to two additional 12-month full-time positions each  
7 academic year for the purposes of conducting union business, including, but not limited to, contract  
8 administration, negotiations, and grievances. United Academics will reimburse the Employer ~~at~~ for the  
9 actual cost of replacement of salary and benefits or the course buy-out rate, whichever is lower of the  
10 bargaining unit member who is released.

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

19 ~~Section 7. Academic units may count service for United Academics as service for the purposes of annual  
20 review, promotion, and tenure decisions.~~

21 **Section 87.** By the fifth business day of each month, the Employer shall provide information about all  
22 members of the bargaining unit. For newly hired employees, the Employer shall provide information  
23 within ten days of the date of hire. This information will be provided at no cost to the Union and in a  
24 mutually agreeable format. **If the Employer has the information in the employer's records,** the list shall  
25 include the following information:

- 26 a. First name in use by the faculty member
- 27 b. Last name in use by the faculty member
- 28 c. Middle name or initial in use by the faculty member
- 29 d. University ID number
- 30 e. Job title
- 31 f. Name of the faculty member's supervisor
- 32 g. Home department or unit
- 33 h. Pay department or unit
- 34 i. Work location
- 35 j. Office phone number
- 36 k. Home phone number
- 37 l. Cellular phone number
- 38 m. Work email address
- 39 n. Personal email address
- 40 o. Home or personal mailing address
- 41 p. Classification

- 1 q. Rank
- 2 r. Rank effective date
- 3 s. Length of service
- 4 t. Job start and end date
- 5 u. Appointment basis (9- or 12- month)
- 6 v. Annual salary rate
- 7 w. Appointment percentage
- 8 x. Job status (Leave or Active)
- 9 y. Job type (Primary, Secondary)