

1 **UNITED ACADEMICS PROPOSAL**

2

3 **UNION RIGHTS**

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

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

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

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

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

- 22 a. investigating and processing grievances and other workplace complaints on behalf of
23 United 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
27 Bargaining Act, or that arise from a dispute involving a collective bargaining agreement,
28 including arbitration proceedings, administrative hearings, and procedures before the
29 Employment Relations Board;
- 30 d. acting as a representative of United Academics in the act of collective bargaining;
- 31 e. attending labor management meetings;
- 32 f. providing information regarding a collective bargaining agreement to newly hired
33 employees at employee orientations or at any other meetings that may be arranged for
34 new employees; and
- 35 g. testifying in a legal proceeding in which they have been subpoenaed as a witness.
- 36

37 **Section 6. Release Time.** The Employer shall provide United Academic with an annual release
38 time pool equivalent to two 12-month full-time positions for the purposes of conducting union
39 business, including, but not limited to, contract administration, grievances, and participation in

1 United Academic's governance, including its state and national affiliates. ~~The Employer will~~
2 ~~support half of the combined salary and benefits for the bargaining unit members assigned to the~~
3 ~~release pool. United Academics will reimburse the Employer for the other half of the combined~~
4 ~~salary and benefits for the bargaining unit members assigned to the release pool.~~

5 For each of the two terms prior to the expiration of this Agreement, the Employer shall provide
6 an additional ~~2.0~~ 1.0 FTE of release time for distribution to the University **United** Academics
7 negotiating team for the purposes of preparation and attendance of negotiating sessions. ~~The~~
8 ~~Employer will support half of the combined salary and benefits for the bargaining unit members~~
9 ~~assigned to the release pool. United Academics will reimburse the Employer for the other half of~~
10 ~~the combined salary and benefits for the bargaining unit members assigned to the release pool.~~

11 United Academics may purchase the equivalent of up to two additional 12-month full-time
12 positions each academic year for the purposes of conducting union business, including, but not
13 limited to, contract administration, negotiations, and grievances. United Academics will
14 reimburse the Employer at ~~the appropriate salary and benefit rate~~ **the actual cost of replacement**
15 **salary and benefits or the course buy out rate, whichever is lower.**

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

25 **Section 7. Academic units may count service for United Academics as service for the purposes**
26 **of annual review, promotion, and tenure decisions.**

27 **Section 7 8.** By the fifth business day of each month, the Employer shall provide information
28 about all members of the bargaining unit. **For newly hired employees, the Employer shall**
29 **provide information within ten days of the date of hire.** This information will be provided at no
30 cost to the Union and in a mutually agreeable format. The list shall include **all of** the following
31 information **recorded by the Employer:**

- 32 a. First name in use by the faculty member
- 33 b. Last name in use by the faculty member
- 34 c. Middle name or initial in use by the faculty member
- 35 d. University ID number
- 36 e. Job title
- 37 f. Name of the faculty member's supervisor
- 38 g. Home department or unit
- 39 h. Pay department or unit
- 40 i. Work location

- 1 j. Office phone number
- 2 k. Home phone number
- 3 l. Cellular phone number
- 4 m. Work Email address
- 5 n. Personal email address
- 6 o. Home or personal mailing address
- 7 p. Classification
- 8 q. Rank
- 9 r. Rank effective date
- 10 s. Length of service
- 11 t. Job start and end date
- 12 u. Appointment basis (9- or 12- month)
- 13 v. Annual salary rate
- 14 w. Appointment percentage
- 15 x. Job status (Leave or Active)
- 16 y. Job type (Primary, Secondary)