

1 **ARTICLE 3. UNION RIGHTS**

2 GTFF Proposed Language | ~~GTFF deletion~~ | UO Proposed Language | ~~UO deletion~~ |
3 Agreed Upon Language | Status Quo

4 **Section 1.** The Union shall have the right to communicate at all times with its members and the
5 members of the bargaining unit and to schedule meetings among said members without
6 interference from University or departmental administrators, provided such actions do not
7 interfere with the normal teaching, research, or administrative duties of Graduate Employees
8 (GEs).
9

10 **Section 2.** The University agrees to include in all appointment letters a requirement that the GE
11 consent to disclosure of certain information to the Union as a condition of employment. The GE
12 appointment letter will also include consent to release certain information to the Union that is not
13 a condition of employment. A model of the specific language of the consent and release that the
14 University agrees to incorporate in GE appointment letters is set forth in APPENDIX A.
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16 The University will deliver the information to the Union in accordance with the schedule set forth
17 in APPENDIX A for GEs who have consented. Information about individual GEs provided to the
18 Union by the University will be used by the Union only for the internal business of the Union
19 and, as necessary, provided to the Union's Health and Welfare Trust for insurance
20 administration.
21

22 Student identification numbers will be used by the Union only for matters related to payroll
23 deduction and insurance administration. The Union agrees it will not disclose this information
24 without express written authorization from individual GEs.

25 **[add indent]**

26 Section 3. The University agrees to notify all members of the bargaining unit when an
27 Unfair Labor Practice (ULP) case results in finding the University in violation of the law.
28 Notifications will be sent by the President's Office within thirty (30) calendar days of a
29 verdict.

30 **[add indent]**

31 **Section 43.** GE representatives elected or otherwise designated by the Union to represent it for
32 official functions shall be granted time off with pay, collectively not to exceed a total of twenty
33 (20) days annually, to attend such functions. No more than three (3) GEs in any one department
34 shall take such leave at the same time. The GE requesting time off shall notify the unit head in
35 writing twenty-one (21) calendar days prior to taking such leave. In the event of an emergency
36 and with the agreement of the unit head, a lesser period is acceptable. Leaves shall not be
37 taken for more than five (5) consecutive days. The designated GE representative will arrange, if
38 necessary, for a substitute acceptable to the department, or arrange to complete assigned work
39 at another time, whichever is appropriate, at no financial cost to the University.
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41 The University shall provide the Union with nine (9) six (6) terms of FTE releases per academic
42 year at the start of fall term. These releases may be used by no more than three (3) two (2)
43 individual GEs in any academic term, and the release shall cover a 0.49 FTE for that term for
44 the purposes of conducting union business, including, but not limited to, contract administration,
45 grievances, and participation in the governance of the Union, or its state and national affiliates.
46 GEs may not be from the same department in a given term and the GEs who utilize this release
47 may change term-to-term but not during the term. In addition, the Union shall have the right
48 to purchase more FTE releases at its own expense. The full cost of these additional
49 releases shall be paid to the University before the commencement of the term in which
50 they are used.
51

52 The Union will notify the University and the GE's department of the particular GEs who shall
53 receive such release time. Such notice will be provided as far in advance as possible to permit
54 adequate coverage of assignments.
55

56 **Section 54.** The GTFF will be permitted to make a presentation at the "Teaching Effectiveness
57 Workshop for GEs" on behalf of the Union for the purpose of identifying the organization's
58 representation status, organization benefits, facilities, related information, and distributing and
59 collecting membership information. ~~This time is not to be used for discussion of~~
60 ~~labor/management disputes.~~ The Division of Graduate Studies will provide the GTFF
61 reasonable notice of the place, time, and agenda of this workshop.
62

63 **Section 6-5.** The GTFF will be permitted to make a presentation at the Department Heads'
64 Retreat put on by the Provost's Office and at the New Faculty Orientation put on by Academic
65 Affairs each fall. This presentation shall be for the purpose of introducing attendees to GTFF
66 representatives, making the Union available to answer any questions attendees may have, and
67 explaining the role the GTFF plays in representing GEs. ~~This time is not to be used for~~
68 ~~discussion of labor/management disputes.~~ The Division of Graduate Studies will provide the
69 GTFF with reasonable notice of the place and time of these meetings.
70

71 **Section 7-6.** The GTFF shall be allowed 50 minutes at a campus orientation for GEs,
72 administered by the Division of Graduate Studies. This presentation shall be for the purpose of
73 introducing attendees to GTFF representatives, making the Union available to answer any
74 questions attendees may have, and explaining the role the GTFF plays in representing GEs.
75 ~~This time is not to be used for discussion of labor/management disputes.~~ The Division of
76 Graduate Studies will provide the GTFF with reasonable notice of the place and time of the
77 Division of Graduate Studies orientation. The Union may request space in a department to meet
78 with new GEs during GE orientation pursuant to ARTICLE 5. If a department does not
79 specifically schedule GEs to attend the Division of Graduate Studies orientation, the GTFF shall
80 be allowed 30 minutes at a department GE meeting.
81

82 **Section 8-7.** The Union may request representation on any campus, department, college,
83 school, or employing unit standing committee that impacts this Collective Bargaining Agreement
84 or the terms and conditions of GE employment. If Employee & Labor Relations becomes aware
85 of a committee that impacts this Collective Bargaining Agreement it shall inform the Union in
86 writing of any unfilled positions designated for GEs on any such committee.

87

88 **Section 9-8.** The Union shall receive a credit from the University for information requests in the
89 amount of \$3,000 per calendar year that can be used to pay third party actual costs to the
90 University. The \$3,000 credit shall not roll over between years.

91

92 The University shall complete information requests within thirty business days. The parties can
93 mutually agree to pause these timelines and such an agreement will not be unreasonably
94 withheld by either party.