

WAWU'S PROPOSAL RE UNION RIGHTS
4/8/24

Article 9 Union Rights

9.1. Employee Reports. *[The University will respond to the Union proposal for this section separately.]*

9.2. Release Time for Bargaining. The University shall provide paid release time from their regular working hours for up to seven (7) ESEs designated by the Union for the purpose of bargaining a replacement agreement. ESEs will coordinate with their supervisor(s) to minimize any disruption of their employment duties associated with their participation in bargaining.

9.3. Facilities Access.

9.3.1 *[WWU believes the language it proposed previously is the appropriate language if this topic is going to be addressed in the CBA. It is also willing to discuss potentially available space, terms and details as part of a separate lease agreement independent of the CBA.]* The University's campuses and facilities may be used by the Union to hold meetings subject to University policies and procedures and payment of published rental charges, if any.

9.3.2 The University will provide space on designated, existing bulletin boards for the posting of official Union notices. Material posted on the bulletin board must comply with WAC 516-35-030 (governing the use of University property) and state ethics laws.

9.3.3 Union representatives will have access to the University's non-secure offices or facilities to carry out representational activities, provided that the representative's access will not interrupt the normal operations of the University. Unless otherwise permitted by this Agreement, ESEs may not record as work time any time spent performing Union business.

9.4. Union Stewards. The union may elect or appoint union stewards:

9.4.1 The union will provide the university with the names and jurisdictions of its stewards;

9.1.1 The University will provide release time to a Union steward for representing an ESE in an investigatory interview or disciplinary conference, participating in meetings with management as part of the grievance procedure, or participating on behalf of the Union in committee meetings with management that are identified in this Agreement. Stewards are expected to coordinate their use of release time in advance with their supervisors.

9.5. Publishing of the CBA on the University Website. The University will make a copy of this collective bargaining agreement (CBA) available on the University website, alongside the CBAs of the other unions at the University.

9.6. Orientations.

9.6.1 The University and the Union agree that every ESE should have access to a union orientation when starting a new job. The Union will be provided thirty (30) minutes at

the University's mandatory new-hire orientation to communicate with bargaining unit members and discuss/distribute materials, including Union membership application and dues deduction authorization forms. The University will provide new-hire orientation on a monthly basis. In the event a new ESE is unable to participate in the employment orientation, the Union will be allowed a thirty (30) minute period during the new ESEs' first ninety (90) days to conduct an orientation meeting.

9.6.2 Time spent by an ESE attending a Union orientation session following their initial hire by the University will be considered time worked.

9.6.3 The University shall inform the union of the date, time, location, and contact person of the new hire orientation sessions at least ten (10) business days prior to the scheduled meeting time.

9.7. Supplies and Equipment. The Union and its membership will not use state-purchased supplies or equipment to conduct Union business or representational activities. This does not preclude the use of the University's network for representational activities if the use complies with State ethics laws and regulations and does not disrupt or distract from the University's business.

9.8. Union Materials. The University will post on its Human Resource website Union-provided electronic versions of the Union's Welcome Packet and shall provide links to the packet to each new bargaining unit member during the hiring process.