7.19.23 (6:45 pm) University Counter to GSU Counter to University 7.19.23 (6:45 pm) proposal

ARTICLE _ – UNION RIGHTS

Section 1. Union Access

(A) GSEs, including stewards,elected local officers, shall have access to the University's facilities for the transaction of necessary Union business relating to this Agreement so long as normal business classroom teaching and research activities are not disrupted. This may mean requesting and receiving advance permission to visit and scheduling a time with relevant principal investigators or other supervisors so as to limit any disruption to work.
(B) Union representatives who are not also GSEs shall comply with any applicable University policies on visitor access to the campus, and shall comply with relevant health, safety and national security regulations.
(C) No Union representatives shall interfere with programs, operations or the work of GSEs or other University employees.
(D) The Union shall have the right to communicate with GSEs using their University-provided email addresses.

Section 2. Meeting Space

Subject to availability, for the purposes of administering this Agreement, GSEs shall have access to meeting space on campus at no cost, or at the lowest cost charged if the University charges for the requested space. Requests can be made to the University by GSEs who are stewards or local elected officers. The Union agrees to comply with all University regulations and policies regarding the reservation and use of such facilities.

Section 3. Bulletin Boards

The University shall designate space on existing bulletin boards in academic units that employ GSEs. The Union's postings must comply with the University's policies regarding bulletin board access and approval, as well as policies related to the time, place and manner of postings, solicitation, discrimination and harassment. The Union shall be permitted to post notices, flyers, and posters pertaining to interests of GSEs and union activities on these bulletin boards, including, but not limited to, meetings, dues, social activities, and general union business.

Section 4. Communication

Following ratification and approval by the parties, the University shall prepare a .pdf version of this Agreement, distribute it to the Union, and publish the Agreement on the website where the University posts other collective bargaining agreements.

Section 5. Stewards and Other Representatives

(A) Upon securing permission from a supervisor (which permission shall not be unreasonably delayed or denied) GSEs elected as stewards and local officers shall be permitted

reasonable release time to investigate, present, and process grievances on University property during regular work hours.

(B) On an annual basis, the Union will provide the University the names of the stewards, union officers and other authorized representatives, and shall update the list when changes occur. The University shall deal with such individuals as representatives of the Union for purposes of investigating, presenting and settling grievances in accordance with the provision of this Agreement.

Section 6. Orientation

To allow the Union time to speak to graduate students who may become GSEs, Union representatives shall be given reasonable time at orientation sessions for incoming graduate studentswhere orientation pertains to employment in bargaining unit positions.

(A) The University shall notify the Union of such orientations as soon as practicable.
(B) The Union shall be allowed to distribute GSE-related union materials at such orientation.

Section 7. Union Conferences

GSEs may request time off from their supervisor to attend Union conventions, conferences, meetings, trainings, or conduct other union business, as long as the time off would not interfere with teaching or research responsibilities, as determined by the supervisor. Requests for time off under this Section shall not be unreasonably denied. All such time off combined shall not exceed 50 business days per year. The Union shall provide a quarterly report listing GSEs who have obtained time off and the amount of time off granted under this section.