

ARTICLE __ Union Rights

SECTION __.1 – Union Access

The Union and its agents, including but not limited to stewards, elected local officers, UE field staff, and UE regional and national officers, shall have access to the University's facilities for the transaction of Union business relating to this Agreement so long as normal University activities are not disrupted.

Union agents, including those who are not University affiliates shall comply with all University policies, procedures and regulations regarding the use of University facilities.

Union representatives shall take all reasonable steps to abide by University health and safety norms in all employee workspaces.

The Union may make reasonable use of University-provided communication services including but not limited to email, listservs, and Zoom accounts, to communicate with Employees and with the University regarding matters relating to the terms, conditions, or administration of this Agreement so long as such use is consistent with the University's existing policies governing University-provided e-mail, internet and technology.

SECTION __.2 – Meeting Space

Employees shall be able to reserve meeting space and facilities at each campus on behalf of the Union on the same basis, cost (if any), and terms required of student organizations. Requests may be made to the University for recurring meetings or other regular use, including general membership meetings, by the Union.

SECTION __.3 – Posted Materials

The Union shall be permitted to post on bulletin boards and any other campus locations where notices are posted.

The Union shall be permitted to post materials on digital displays so long as those postings comply with the posting rules for student organizations.

The Union recognizes and agrees to adhere to its obligation to use these spaces in a responsible manner.

Blue = New language proposed by Cornell

Green = Language reasserted by Cornell from a prior proposal

Red = Language proposed by the union that Cornell has rejected

Black Strikethroughs/Underline = Language rejected and/or added by the Union that Cornell has accepted

SECTION __.4 – Communication

Following ratification and approval by the Parties, a digital version of this Agreement shall be published on a designated website by the University.

SECTION __.5 – Union Business

Upon receiving notice from the Union and with supervisory approval, Employees elected as stewards and local officers, or who are otherwise designated by the Union to represent it for the purposes of bargaining with the University. ~~shall be granted~~ may request less than full day ~~reasonable time reprieve from their work~~ bargaining unit appointments without retaliation or loss of pay for engaging in Union business, including, but not limited to: bargaining; investigating, presenting, and processing grievances; attending investigatory interviews; attending disciplinary meetings; and attending Union meetings and trainings; ~~or conduct other union business.~~ These activities shall not unreasonably disrupt University operations and shall not count as hours worked. ~~If Union business conflicts with appointment duties, Employees will request reprieve from their appointments from their supervisor.~~ Such requests for reprieve reasonable time off shall not be unreasonably denied.

For the duration of this Agreement. Up to twenty (20) employees per calendar year may request time off, without loss of pay, from their supervisor shall be granted reprieve from their appointments work upon two (2) weeks' notice to attend any Union conventions, conferences, trainings and or regional conference meetings, as long as the time off would not interfere with teaching or research responsibilities. Requests for time off shall be submitted at least five (5) business days in advance and shall not be unreasonably denied. All such time off shall not exceed fifty (50) business days per calendar year. (The fifty (50) business days per calendar year are inclusive of any required travel to Union conventions, conferences, trainings or regional conference meetings). The Union will provide the University with advance notice of Union conventions, conferences, trainings or regional conference meetings that could result in significant requests for Union business leave. The Union shall provide a quarterly report listing bargaining unit members who have received time off for these union conventions and conference meetings, and the amount of time off granted under this section. ~~Such requests shall not be unreasonably denied. However, the parties agree that performance of such union business shall not unduly prevent a bargaining unit member from performing bargaining unit work consistent with Article [X], section 2 (Workload).~~

Before each semester, the Union shall provide the University with the names of the stewards, union officers and other authorized representatives, and shall update the list when changes occur.

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SECTION __.6 – Orientation

Union representatives shall be given no less than one (1) hour during the University's school-wide orientation at the start of the fall semester at which Employees are expected, in order to address Employees in attendance.

The University shall provide the Union with a meeting space with seating capacity of at least 500 on a designated date and time, as determined by the University, within orientation week (i.e., the five (5) business day period prior to the first day of classes) between the hours of 9:00am and 5:00pm. The Union may also hold field or department orientation meetings during this five (5) business day window.

The University shall notify Employees and the Union of this meeting as soon as practicable, but no later than thirty (30) working days prior to the meeting.

The University shall not be obligated to require Employees to attend the Union's presentation. The University or its agents shall notify supervisors of the time of the presentation and discourage them from requiring Employees' presence elsewhere during this time.

SECTION __.7 – Funding Transparency

By the midpoint of the following semester, the University shall furnish the Union with a comprehensive list of funding sources and their aggregate contributions for all bargaining unit positions that exist at the time the report is produced.

Employees may request that their supervisor provide the identity of any funding source that directly supports their funding through the University. Such requests will not be unreasonably denied.

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