Article 1 – Recognition

Section 1. Exclusive Representative

NSHE hereby recognizes CSN-NFA, affiliate of American Association of University Professors (AAUP), American Federation of Teachers (AFT), and America Federation of Labor – Congress of Instructional Organizations (AFL-CIO), as the sole and exclusive representative for purposes of collective bargaining activities as described in the Board of Regents Handbook for all professional employees issued a contract or letter of appointment by CSN in the professional service of the NSHE for a period exceeding six months at 0.50 FTE or more, but excluding adjunct faculty members and administrative faculty. Membership in the collective bargaining unit begins on the first day of employment.

NSHE, CSN, or its designated representatives shall not dominate, interfere, or assist in the formation or administration of any other group or organization that purports to engage in collective bargaining on behalf of bargaining unit members covered by this Agreement.

Section 2. Bargaining Unit

The collective bargaining unit members include: (1) Instructional faculty, which consists of persons teaching, tutoring, instructing or lecturing in the activity of imparting knowledge; (2) Counseling faculty, which consists of persons who are employed in the student services units of the community colleges of the NSHE and who provide professional counseling services closely and directly supportive of teaching and student development; or (3) Library faculty consists of persons who are employed in the libraries of the NSHE and who provide professional library services closely and directly supportive of teaching.

Professional employees serving in the leadership roles of Department Chairs, Assistant Department Chairs, Program Directors, Lead Faculty, Lead Librarians and Counselor Leads are considered part of the bargaining unit.

CSN shall not redefine these positions as being outside of the bargaining unit.