

University Counterproposal – January 23, 2023

Article III – Union Rights

Section 1: Representatives of the Union will be permitted to transact official business relating to this Agreement with appropriate representatives of the University at mutually agreeable times, provided they follow regular University policies and procedures.

Section 2: The Union shall have the right to communicate with members of the bargaining unit using their University email addresses provided pursuant to Article IV (Notification of Bargaining Unit Information).

Section 3: The Union may place flyers/posters on each unenclosed public bulletin board or kiosk, as well as on walls at designated outdoor locations, or on other designated bulletin boards on campus, subject to the same policies and procedures as other student-related organizations including the University's Policy on Speech and Expression.

Section 4: Union representatives shall be permitted, in accordance with the University's policies and without disrupting the operations of the University, access to all areas of the campus that are open to Graduate Student Assistants for the purpose of communicating and meeting with the Graduate Student Assistants.

Section 5: Union representatives and staff who are Graduate Student Assistants may reserve University meeting or storage space for specific use by the Union by making a request for space according to the University's policies and procedures for the relevant campus. These requests can be made for recurring or extraordinary meetings or other regular use by Union representatives who are Graduate Student Assistants for the purpose of administering this Agreement. Requests for University meeting space can be made by recognized Union representatives who are not Graduate Student Assistants by contacting the Union's main point of contact in the Provost's Office via email. Union representatives and staff who are Graduate Student Assistants shall have the right to request University meeting or storage space when available at any time during each semester. Such meetings shall not interfere with the normal teaching, research, or administrative duties of Graduate Student Assistants.

If the Union is not able to reserve reliable and private space through the University's relevant policies and procedures, the parties will refer this issue to the Labor-Management Committee to discuss and make recommendations on solutions for providing the Union with the space it needs to administer this Agreement.

Section 6: Upon request, the University will provide the Union with the names and telephone numbers of contact persons responsible for scheduling each appointing unit's first new Graduate Student Assistant training session or its first meeting including new Graduate Student Assistants. The Union reserves the right to schedule meetings with Graduate Student Assistants in conjunction with these training sessions, pursuant to Section 5 above. The appointing unit

shall coordinate with Union representatives to avoid scheduling other required meetings or programming for Graduate Student Assistants during the time available to the Union under this Section.

Section 7: In accordance with the rules and regulations of work study programs which the University administers, the University agrees to receive an application from the Union for eligibility as an employer. This provision does not imply endorsement by the University of any outcome with respect to such an application.

Section 8: The University and the Union will publish copies of this Agreement on their respective websites. At the request of the Union, the University will prepare and provide a digital version of this Agreement to the Union, for the purpose of printing and/or distributing paper copies of this Agreement as the Union may see fit.

Section 9: The Union retains the right to bargain on all Mandatory Subjects of Bargaining as defined in Appendix A of the parties' April 2, 2018 Agreement, to the extent those subjects were not raised or discussed in the negotiations that led to this Agreement or the original Agreement. In addition, the Union retains the right to engage in impact bargaining pertaining to the University's exercise of its Management Rights on issues affecting the occupational health and safety of Graduate Student Assistants in the workplace.