

**ARTICLE 3 UNION RIGHTS**

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**Section 1.** The Union shall have the right to communicate at all times with its members and the members of the bargaining unit and to schedule meetings among said members without interference from University or departmental administrators, provided such actions do not interfere with the normal teaching, research, or administrative duties of Graduate Employees (GEs).

**Section 2.** The University agrees to include in all appointment letters a requirement that the GE consent to disclosure of certain information to the Union as a condition of employment. The GE appointment letter will also include consent to release certain information to the Union that is not a condition of employment. A model of the specific language of the consent and release that the University agrees to incorporate in GE appointment letters is set forth in Appendix A.

The University will deliver the information to the Union in accordance with the schedule set forth in Appendix A for GEs who have consented. Information about individual GEs provided to the Union by the University will be used by the Union only for the internal business of the Union and, as necessary, provided to the Union’s Health and Welfare Trust for insurance administration.

Student identification numbers will be used by the Union only for matters related to payroll deduction and insurance administration. The Union agrees it will not disclose this information without express written authorization from individual GEs.

**Section 3.** GE representatives elected or otherwise designated by the Union to represent it for official functions shall be granted time off with pay, collectively not to exceed a total of twenty (20) days annually, to attend such functions. No more than three (3) GEs in any one department shall take such leave at the same time. The GE requesting time off shall notify the unit head in writing twenty-one (21) calendar days prior to taking such leave. In the event of an emergency and with the agreement of the unit head, a lesser period is acceptable. Leaves shall not be taken for more than five (5) consecutive days. The designated GE representative will arrange, if necessary, for a substitute acceptable to the department, or arrange to complete assigned work at another time, whichever is appropriate, at no financial cost to the University.

**Section 4.** The GTFF will be permitted to make a presentation at the “Teaching Effectiveness Workshop for GEs” on behalf of the Union for the purpose of identifying the organization’s representation status, organization benefits, facilities, related information, and distributing and collecting membership information. This time is not to be used for discussion of labor/management disputes. The Graduate School will provide the GTFF reasonable notice of the place, time, and agenda of this workshop.

**Section 5.** The GTFF will be permitted to make a presentation at the Department Heads’ Retreat put on by the Provost’s Office and at the New Faculty Orientation put on by Academic Affairs each fall. This

40 presentation shall be for the purpose of introducing attendees to GTFF representatives, making the Union  
41 available to answer any questions attendees may have, and explaining the role the GTFF plays in  
42 representing GEs. This time is not to be used for discussion of labor/management disputes. The Graduate  
43 School will provide the GTFF with reasonable notice of the place and time of these meetings.

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45 **Section 6.** The GTFF shall be allowed ~~at least 50~~ 30 minutes at a campus orientation for GEs,  
46 administered by the Graduate School. This presentation shall be for the purpose of introducing attendees  
47 to GTFF representatives, making the Union available to answer any questions attendees may have, and  
48 explaining the role the GTFF plays in representing GEs. This time is not to be used for discussion of  
49 labor/management disputes. The Graduate School will provide the GTFF with reasonable notice of the  
50 place and time of the Graduate School orientation. The Union may request space in a department to meet  
51 with new GEs during GE orientation pursuant to Article 5. ~~shall be allowed at least up to 30 minutes~~  
52 during each department's new GE orientation, or at another mutually agreed upon time during orientation  
53 week. No department or university representative shall be present during this meeting. If a department  
54 does not specifically schedule GEs to attend the Graduate School orientation, the GTFF shall be allowed  
55 30 minutes at a department GE meeting.

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57 **Section 7.** The Union may request representation on any campus, department, college, school, or  
58 employing unit standing committee that impacts this Collective Bargaining Agreement or the terms and  
59 conditions of GE employment. If Employee & Labor Relations becomes aware of a committee that  
60 impacts this Collective Bargaining Agreement it shall inform the Union in writing of any unfilled  
61 positions designated for GEs on any such committee.

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