

UNION RIGHTS

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2 **Section 1.** The Union shall have the right to communicate at all times with its members and to
3 schedule meetings among said members without interference from University or departmental
4 administrators. Any union representative shall have the right to talk to student workers in their
5 individual workplaces as long as doing so is not a safety concern.

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7 **Section 2.** The University agrees to include in all student worker contracts a requirement that
8 the student worker consent to disclosure of certain information to the Union as a condition of
9 employment. The student worker contract will also include consent to release certain
10 information to the Union that is not a condition of employment. A model of the specific language
11 of the consent and release that the University agrees to incorporate in student worker contracts
12 is set forth in appendix A.

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14 **Section 3.** The Union shall have the right to information and data necessary to administer the
15 agreement free of charge.

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17 The University shall complete information requests within ten (10) days. The parties can
18 mutually agree to pause these timelines and such agreement will not be unreasonably denied
19 by either party.

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21 Information and data shall be made available in electronic form whenever possible.

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23 **Section 4.** Upon reasonable advance notice to the appropriate scheduling office, the Union
24 shall have the right to schedule facilities on campus and access to services, catering and
25 equipment associated with the use of facilities. The Union will have all customary fees and
26 charges for its use of the facilities, services and equipment waived. Use of the meeting rooms,
27 services, catering and equipment is subject to availability.

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29 Facilities, services, and equipment will be reserved in the name of the Union and not in the
30 name of bargaining unit members. The Union will comply with all university policies regarding
31 the use of university meeting rooms, facilities, services, and catering.

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33 **Section 5.** The University shall designate a bulletin board in a prominent location within each
34 worksite in which student workers are employed, for the exclusive use of the Union. University
35 personnel shall not be responsible for and shall refrain from posting or removing any item from
36 any bulletin board.

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38 If no such bulletin board currently exists in any worksite, the University shall make one for the
39 purposes of fulfilling the duties in this article, within thirty (30) days of ratification of this contract.
40 The University shall maintain and provide the Union with a list of every Union bulletin board on
41 campus and their locations.

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43 **Section 6.** All supervisors of student workers shall be required to attend annual training about
44 student workers' rights. This training shall go over what rights student workers have under state

45 and federal law, any rights outlined in this contract, and training on how to interact with students
46 to ensure a safe work environment free of harassment, bullying, and discrimination.

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48 **Section 7.** Within the first thirty (30) days of employment, the Union shall have the right to a
49 thirty (30) minute presentation for new hires. This presentation shall be considered training and
50 therefore student workers will be compensated as such. Supervisors shall not be present for the
51 presentation and the Union reserves the right to all presentation materials. During the academic
52 year, these presentations will be held regularly 2-4 times a week at times mutually agreed upon
53 by the Union and University before the start of each term.

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55 If a student worker cannot attend one of the scheduled times, the department supervisor must
56 email the Union to set up an alternative time no later than seven (7) days after the missed
57 presentation. During the summer term or breaks, the University must notify the Union in writing
58 of any upcoming orientations at least seven (7) days in advance. This notice must include the
59 department, location, time, number of expected attendees, and contact information for the
60 supervisor giving the orientation.

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62 **Section 8.** The University shall grant Union representatives reasonable time to engage in the
63 following activities during the Union representative's regularly scheduled work hours without loss
64 of compensation, seniority, leave accrual or any other benefits:

- 65 A. Investigate and process grievances and other workplace-related complaints
- 66 B. Attend investigatory meetings and due process hearings involving student
67 workers
- 68 C. Participate in or prepare for grievances or arbitrations, administrative hearings
69 and proceedings before the Employment Relations Board
- 70 D. Attend labor-management meetings
- 71 E. Testify in a legal proceeding in which the student worker has been subpoenaed
72 as a witness
- 73 F. To prepare for and bargain a successor agreement to this contract.

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75 The University may not reduce a student worker's work hours in order to comply with this
76 section except to prevent an employee from working unauthorized overtime hours.

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78 **Section 9.** The University will pay any student worker(s) the Union designates a total of 40
79 hours per week at their regular pay rate to do Union work instead of their regular job. More than
80 one (1) student worker may be designated at one time, but the University will not pay more than
81 40 hours per week. The University cannot prohibit any student worker from doing this work.
82 When the student worker wants to return to their University job, the University will allow them to
83 return with two (2) weeks notice.

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85 **Section 10.** It shall not be a violation of this Agreement and it shall not be cause for discharge
86 or disciplinary action (including but not limited to the temporary or permanent replacement of
87 any student worker) in the event a student worker refuses to enter upon any property involved in

88 a primary labor dispute, or refuses to go through or work behind any primary picket line. The
89 University shall not direct any student worker to cross a primary picket line.