

**Article 27**  
**UNION ACCESS AND RIGHTS**

**A. USE OF FACILITIES**

**1. Access**

The University has the right to establish and enforce reasonable access rules and regulations at each campus.

**2. U.S. Mail Delivery**

United States mail on which postage has been paid and which is received by the University bearing the name of the ASE in the unit and correct specific address will be distributed to the ASE in the unit in the normal manner.

**3. Use of mailboxes**

In locations where ASEs have mailboxes, the UAW may reasonably use such boxes in accordance with campus procedures in effect at the time of the use.

**4. Email use**

UAW designated employee representatives may use their university email account in accordance with applicable University policy regarding electronic mail/electronic communications.

**B. DIRECTORY INFORMATION AND EMPLOYEE LIST**

1. The ASE shall be required to release her/his name to the UAW as a condition of employment.

2. As soon as practicable, each month the University shall provide the UAW the following information, where available, in a computer readable form: name, home department, employee identification number, classification, title code, percentage appointment, monthly salary, salary rate, amount of monthly dues/agency fees deducted, and home address. In the event an employee has opted to have her/his home address protected under applicable federal and/or state law, the home address of such employee shall be deleted from this list. The University shall supply the UAW with information regarding the gender, race and ethnicity of all ASEs, sorted by discipline (as defined by the University) once a year.

a. Neither party waives any right it may have to seek or withhold information regarding race, gender and ethnicity sorted by department when necessary for representation purposes.

3. The UAW shall be responsible for any reasonable initial and ongoing programming and monthly processing costs associated with providing this information. The University will give the UAW notice of initial costs and any significant changes to those costs prior to the time they are incurred.

**C. ACCESS TO THE AGREEMENT**

Following ratification and approval by the parties, the University shall publish the agreement on a designated website.

**D. SYSTEM-WIDE BARGAINING**

1. At each campus, the University shall provide compensation, including eligible fee and GSHIP remissions, for one FTE (40 hours/week) ASE appointment(s) (fee and GSHIP remissions shall not be paid for more than 2 ASEs per term) as UAW bargaining committee member(s) to participate in system-wide bargaining for two (2) terms during which bargaining occurs. In the event that bargaining occurs during summer sessions, one (1) term for the purposes of compensation, is equivalent to two consecutive 6-week summer sessions or equivalent. The UAW bargaining committee member(s) shall be provided paid release time for all remaining time in bargaining until, but no later than, the expiration date of the contract, unless otherwise mutually agreed to by the parties.
2. Those receiving compensation pursuant to Section 1 above must be a student or an ASE at the campus in the term that bargaining commences.
3. Bargaining committee members shall be compensated so that they incur no loss nor achieve any gain over their current or most recent ASE appointment on the campus or the highest rate of appointment in an ASE position in the ASE's career on the campus. In cases where an ASE would normally advance based on campus procedures, the higher rate would be paid.
4. The UAW shall give notice to the University of the UAW bargaining committee member(s) to be assigned and compensated in accordance with this section thirty (30) calendar days prior to the term in which they are to be assigned and compensated for system-wide bargaining or as soon as practicable.
5. An ASE who works in this capacity for the terms referenced above shall not have those terms counted toward any limit imposed by an academic department on the number of terms of employment for which an ASE may be eligible.

**E. ACCESS FOR PURPOSES OF NEW ASE ORIENTATION**

1. When a campus has a new ASE campus-wide orientation, the UAW gets thirty (30) minutes on the agenda. If breakout sessions are part of the new ASE campus-wide orientation, the UAW shall be provided the opportunity to present a workshop at one of the breakout sessions without the presence of University officials. Workshop presentations shall be consistent with the guidelines established by the University for such workshops.
2.
  - a. If a department or hiring unit does not require ASEs to attend a new ASE campus-wide orientation as described in E.1 above, then the UAW will get thirty (30) minutes at the department or hiring unit orientation without the presence of University officials.
  - b. If a department or hiring unit requires new ASEs to attend a new ASE campus-wide orientation then the UAW does not get to attend the department/hiring unit's orientation. However, should a department or

hiring unit decide to give the UAW access to its orientation, then it may provide thirty (30) minutes without the presence of University officials.

- c. The local labor relations office will provide the UAW with a list of all known new ASE department or hiring unit-wide orientations along with contact information at least thirty (30) days prior to the commencement of each term, unless mutually waived by the parties.
  - a. Where the University does not provide a department-wide or hiring unit-wide orientation for new ASEs or require participation in a new ASE campus-wide orientation, the UAW shall be provided thirty (30) minutes to conduct an orientation with new ASEs without the presence of University officials.
3. Union orientation is part of the new ASE orientation process. The University shall not discourage attendance at the UAW portion of any ASE orientation, however, attendance at the union orientation shall not be required.
4. The University shall have no obligation or responsibility for the content of the UAW's presentations. The parties agree that the content of the workshops/orientations shall not be detrimental to or derogatory of either party, its agents or officials.
5. Nothing in this provision shall restrict the University from modifying new ASE orientations.