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## ARTICLE 4 – UNION RIGHTS

- 4.1 The Union shall have the right to have deducted from the salary of its members an amount equal to the fees and dues required for Union membership. Dues deductions shall begin upon written authorization by the faculty member. The Union shall provide written notice to the payroll office of the Union's dues for each level of membership for that academic year no later than September 15th. Dues deductions shall be made in equal installments throughout the academic year, with deductions beginning with the first payroll immediately following timely submission of the deduction authorization.
  - 4.1.1 Once a faculty member on a quarterly or annual contract has had deductions taken, any deductions in subsequent contract periods shall automatically begin with the first pay period.
  - 4.1.2 Deductions shall remain in effect until such time as the individual faculty member is no longer an employee of the University, or until revoked by written authorization by the individual faculty member.
  - 4.1.3 Dues deducted shall be remitted to the Union within a reasonable time after the issuance of the payroll checks, along with a list of enrolled members and the amount deducted.
  - 4.1.4 The Union will indemnify and hold the University harmless against any liability which may arise by reason of any action taken by the University to comply with the provisions of this Article, including reimbursement for any legal fees or expenses incurred in connection with such action.
- 4.2 After the beginning of each quarter the University shall provide the Union with a quarterly roster of all bargaining unit members. The list shall include available home addresses and home phone numbers. The Union will be notified of all newly hired faculty.
- 4.3 The Union and its representatives shall have the right to schedule the use of University facilities to transact Union business subject to standard facilities use policies and procedures. Where standard facility charges exist, the Union will pay the same rate as any other outside, non-University, client.
- 4.4 The University will allow the Union to lease a suitable office space on campus for the duration of this Agreement. The lease shall be drafted to cover all expenses associated with the office space.
- 4.5 Duly authorized representatives of the Union shall be permitted to transact official Union business on University property at all reasonable times. Such Union business will be conducted in a manner that is not disruptive to University operations.

4.6 At its election and expense, the Union may have installed and may maintain bulletin boards in University buildings frequented by faculty members for purposes of communicating with its members. Installation of any such bulletin boards shall be arranged with the University in advance. Materials placed on Union bulletin boards must be identified as Union literature.

4.7 Union officers and stewards may make de minimus use of state-owned or operated e-mail, campus mail, fax machines, the Internet, or intranets for the exclusive purpose of administering this Agreement. State-owned or state-provided equipment, services or supplies may not be used for conducting internal Union business.

4.8 The Union shall be furnished copies of the agenda and other public information assembled for the regular and special meetings of the Board of Trustees. These materials shall be provided at the same time as they are distributed to the Board members. Approved minutes of all regular and special Board meetings shall be similarly distributed. Nothing in this section shall be construed to diminish the President's right to privileged correspondence for discussion in executive session. The Union shall have the right to appear at all open meetings of the Board of Trustees and to propose appropriate matters for the agenda consistent with applicable procedures. ~~Once per quarter, including summer, the UFC President or designee shall participate in the open Board of Trustees meeting and present a quarterly report.~~

4.94.8 The Union may, at its discretion, purchase up to ninety (90) workload units of reassigned time per academic year. The Union will provide the Office of the Provost, no later than May 15 of each year, with a list of those individuals whose time it will be buying for the upcoming academic year. For any such individuals, the Union will only be responsible for paying the salary cost of the affected member; the University will remain responsible for all benefit costs. The Union will remit payment within thirty (30) days of receipt of an invoice for such workload reassignment. For each week that this payment is delayed, the union agrees to remit a fee of 1% of the total.

4.104.9 Unless otherwise agreed upon by the Union and the University, the University will post a copy of the current contract and any memos of understanding (MOUs) on its website within ten (10) business days of the last required signature.

4.114.10 With prior approval from the Office of the Provost, Union officers and stewards may be allowed time off without pay to attend Union-sponsored meetings, training sessions, conferences, and conventions; provided that the time off does not interfere with University operating needs or unduly disrupt the officer's or steward's assigned duties.

4.124.11 When requested, the Union may appoint representatives to serve on University committees. Service on committees when requested, service on a joint labor-management committee created to administer the terms of the Agreement, and

service on the Union's bargaining committee by up to five (5) faculty members, will count as University service and will be considered in determining workloads. These five (5) faculty members on the bargaining committee shall receive four (4) workload units for this service in academic years during which the Union and the administration actively participate in formal contract negotiations. Faculty members on the labor management committee shall receive two (2) workload units for this service.

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