

ARTICLE XX

Union Rights

Section 1. To the extent permitted by the Family Educational Rights and Privacy Act (FERPA), The University shall provide the Union with information about the bargaining unit as described in this article. At the ~~first of each month~~ **beginning of each semester**, the University shall provide the following information about each ~~member~~ **Graduate Employee** of the bargaining unit:

- A. Full name
- B. Student ID number **[Redacted consistent with FERPA]**
- C. UNH Email Address
- D. ~~Personal Email Address~~
- E. ~~Home Phone~~
- F. Cell Phone
- G. Department
- H. Appointment type
- I. Appointment start and end date
- J. Pay grade
- K. Bi-weekly stipend
- L. Work location

Section 2. In order to communicate with members of the bargaining unit, the Union will be provided a UNH mailbox and may use the campus mail to the extent permissible by law. It shall pay for this service at the same rate as any other campus organization. Further, UNH-GEU-UAW staff will be provided with a UNH email address. All campus mail and email communications by the Union will conform to applicable UNH policies. ~~The Union shall have access to University mail systems, including email.~~

Section 3. The University shall provide meeting and/or conference ~~rooms (both physical and on Zoom Teams)~~ **at no cost for Union meetings** upon prior request by the Union **and the Union will reimburse the institution at the normal billing rates. Provided there is no additional cost associated, the Union may utilize remote Teams meeting spaces through their UNH email address.**

Section 4. The University shall ~~provide~~ **not unreasonably prevent access to post on** bulletin board space **maintained by the University provided the posting meets the posting requirements for that board.** ~~for the Union in all departments, programs, colleges, academic buildings, centers, and other University spaces that employ members of the bargaining unit.~~

Section 5. A reasonable number of Union representatives shall be permitted access to areas of the campus that are open to the general public for the purpose of communicating and meeting with GEs, provided that the Union does not disrupt the operations of the University. ~~Union representatives shall be permitted access to employees' workspaces for the purpose of official~~

UNH Counter proposal to:
GEU-UAW Proposal 10/7/2024
February 4, 2025

~~Union business. In order to conduct its representation activities, the University-Union shall also be provided permanent-suitable office space on campus to be used by Union representatives and will reimburse the institution at the normal billing rates.~~

Section 6. The Union shall be allowed a minimum of thirty (30) minutes for Union orientation at any University ~~and/or Departmental~~ orientations for new graduate employees, to distribute materials including membership applications and dues deduction authorization. The University will provide the Union with a twenty (20) day advance notice of any such orientations. ~~If a newly appointed graduate employee is unable to attend any such orientation, the relevant department shall provide an additional Union orientation session during the semester.~~

Section 7. At the start of each academic year, the Union shall provide the University with a list of officers and authorized Union representatives, which shall be updated in the event that any changes to this list occur. These individuals shall be recognized by the University as Union representatives for the purposes of investigating, presenting, and settling grievances in accordance with the provisions of the Agreement. ~~The University shall provide release time for these graduate employees to investigate, present, and settle grievances on University property during regular working hours, without loss of regular compensation.~~

Section 8. Following ratification and approval by both parties, the University shall publish the collective bargaining agreement on a designated University ~~or System~~ website and notify all bargaining unit members of the agreement's online location within ~~seven-fourteen (147)~~ days of the collective bargaining agreement being ratified and agreed upon by both parties.