

## Article XX

### Job Posting & Hiring

#### **Section XX.1:**

~~Employing units seeking to fill open positions and/or vacancies must post employment opportunities on a centralized University online job posting site accessible to all University graduate students. The University will issue periodic notices to employing units informing them of the website location and posting process. The University shall notify the Union of this website address within thirty (30) calendar days of ratification of this agreement.~~

#### **Section XX.2:**

~~When posting a job, the employing unit will specify the length and dates of the hiring period. All job postings shall include the following information:~~

~~Title;~~

~~Job Description;~~

~~Department or Program;~~

~~Expected Number of Hours per Week;~~

~~Stipend or Hourly Rate of Payment;~~

~~Required Qualifications or Experience;~~

~~Lab Location (if applicable);~~

~~The Supervisor or Supervisory Unit;~~

~~Work Location or Modality (in person, hybrid, or remote);~~

~~Contact Information Regarding the Posting;~~

~~Citizenship or Residency Status Requirements (if applicable);~~

~~Starting Date and Approximate End Date (if applicable) of the Position;~~

~~An Employment Non-discrimination Statement;~~

~~The Procedure Required to Apply for the Job;~~

~~A Notification That This Collective Bargaining Agreement Shall Cover Such Position.~~

**Section XX.1:** The parties recognize that the University has discretion over who is hired as a GE, the qualifications for GE positions and the methods used to make such hiring decisions.

**Section XX.2:** The parties also recognize that GE appointments are usually made without posting, including appointments at the time of admission, through departmental assignment, in connection with advising relationships with faculty members, and through arrangements made between departments and colleges.

**Section XX.3:** On occasions when a University unit decides to open a Graduate Assistant (including Teaching Assistant) or Graduate Research Assistant opportunity to more widespread or University-wide application, these procedures shall be followed:

- (a) The University will post information on the website concerning such GE openings as soon as reasonably practicable.
- (b) The website shall contain the following information with respect to each position posted there:
  - (i) A description of the position and the qualifications required to apply for it.
  - (ii) An employment non-discrimination statement ~~if required by law.~~
  - (iii) The procedure required to apply for the job, including the name and location of the office where inquiries and applications may be made if applicable.

**Section XX.3.1:** The University shall notify the Union within ten (10) business days of ratification of the website where such positions are to be posted.