

UNH Counterproposal
To GEU-UAW Counterproposal August 26, 2025
October 8, 2025

ARTICLE XX

Union Rights

Section XX.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 beginning of each semester~~ No later than two weeks after the start of each semester ~~0~~ and the J-term and Summer term, the University shall provide, if available, the following information about each Graduate Employee:

- A. Full name
- B. ~~Student~~ Employee ID number, last four digits ~~[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~~ salary
- L. Work location

Further, this information shall be updated ~~weekly for an additional~~ thirty (30) days after the initial semesterly report.

Section XX.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.

Section XX.3: The University shall provide meeting and/or conference space 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 or Zoom meeting spaces through their UNH email address.

Section XX.4: In all departments, programs, colleges, academic buildings, centers, and other University spaces that employ members of the bargaining unit that maintains a physical bulletin board, UNH GEU-UAW shall be afforded space for official union business on that bulletin board in a conspicuous location and shall have access to other bulletin boards for official union business. In any department that uses an electronic bulletin board in lieu of a physical bulletin board (e.g. television, computer monitor, etc.) UNH GEU-UAW may post notices to such electronic bulletin board. The University shall not unreasonably

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prevent access to post on bulletin board space maintained by the University provided the posting meets the posting requirements for that board.

Section XX.5: A reasonable number of Union representatives shall be permitted access to all areas of the campus that are open to the general public for the performance of official union business, provided that the Union does not disrupt the operations of the University. Requests for access by UAW staff representatives, who are not also Graduate Employees, for access to areas that are not open to the general public will be made in advance and will not be unreasonably denied. In order to conduct its representation activities, the Union shall be provided suitable office space on campus and will reimburse the institution at the normal billing rate(s) at no cost to the Union.

Section XX.6: The Union shall be allowed a minimum of thirty (30) minutes for Union orientation at any University orientations and twenty (20) fifteen (15) minutes at existing Departmental or College orientations or similar sessions for new graduate employees, to distribute Union orientation materials. The University will provide the Union with a twenty (20) day advance notice of any such orientations.

Section XX.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. After receiving an invoice, the Union shall reimburse the University for this time within 30 days of the receipt of the invoice.

Section XX.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 fourteen (14) days of the collective bargaining agreement being ratified and agreed upon by both parties.