

UNH-GEU Counterproposal to
UNH Counterproposal November 19, 2025
March 26, 2026

ARTICLE XX

Training

Section XX.1:

The University shall provide all training necessary for GEs to fulfill their work duties. During departmental orientation for new GEs, a minimum of one (1) hour will be dedicated to preparing GEs for their new roles. This includes a briefing on the day-to-day responsibilities for GE roles with time for a discussion or questions, and can be done in individual or group settings, as appropriate for the role. If a GE is unable to attend a departmental orientation, this training should be provided at the earliest practicable mutually agreed upon time, ideally prior to the GE's first day of regular work responsibilities.

Section XX.2:

All academic departments, units, and programs that employ TAs will hold required ~~teaching~~ training for all department TAs during their first semester of TA duties at UNH. Recurrent training schedules will be provided at the start of the-semester by the department.

Beginning August 2027, all TAs shall ~~may~~ receive additional training ~~determined by the University as~~ appropriate to their assigned duties. ~~that~~ This includes, but is not limited to, the following topics: classroom management, teaching technologies, curriculum development, assignment creation and grading, as well as instructor best practices. ~~This~~ Such training shall be made available to all GEs on a voluntary basis.

Section XX.3:

Departments' teaching training materials shall be available online for GEs, including supplemental materials created for GE support or training.

Section XX.4:

To support TAs, supervisors shall meet routinely with TAs to discuss expectations and matters directly related to the course to which the TA is assigned.

Section XX.5:

Each building or workspace containing laboratory space will provide a standardized laboratory operating procedure and/or training protocol which includes the relevant lab safety and operation information and protocols. Training and orientation materials should include information explaining how to request additional training for specific equipment.

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The GEs will receive training specific to the laboratory or work environment (i.e. *Fieldwork Safety Guidelines*) in which the work is being conducted. GEs may request additional or supplemental training.

Section XX.6:

Within the first 30 days of employment, all GEs shall complete Title IX, anti-bias, anti-racism, sexual harassment and discrimination, and Mandatory Reporter trainings, in addition to other required trainings. The University shall supply the union with the above trainings whenever there are substantive changes to the content of these trainings. The University will notify GEs of training and/or orientations that are required as a part of their appointment. Attendance at a required training and/or orientation shall be considered part of a GE's workload and work-related responsibilities.

Section XX.7:

The Union Management Committee may make recommendations to the University to address insufficient or overlapping training concerns brought to its attention by GEs.