

ARTICLE \_\_  
APPOINTMENTS

**Section 1.** ~~For stipend/salaried positions~~~~Pertaining to TA and RA Appointments Only:~~ ~~The~~ University shall ~~endeavor to~~ provide appointment letters for ~~term~~~~semester~~ appointments no later than ~~six~~~~ninety~~ (6090) days in advance of the start of their appointment start date. ~~For hourly appointments, the University shall provide appointment letters no later than thirty (30) days in advance of their appointment start date.; however, in circumstances when advance notice is not reasonable, the University will provide appointment letters as soon as is practical.~~ Such letters shall include key terms of the appointment, including but not limited to:

- a. title of appointment;
- b. compensation;
- c. start and end dates;
- d. a brief description of the expected job responsibilities;
- ~~d.e.~~ assigned course, lab, research project;
- ~~e.f.~~ expected work schedule and number of hours per week;
- ~~f.~~ compensation;
- ~~g.~~ work location;
- g. work location;
- h. course meeting times and location, if applicable;
- i. maximum students the GW will be responsible for per class, section, or lab, if applicable;
- ~~h.j.~~ supervisor;
- ~~i.k.~~ reference to source of information on health and other applicable benefits;
- ~~j.l.~~ tuition and fee waiver or remission information, if relevant;
- ~~k.m.~~ \_\_\_\_\_ response requirements, if any;
- ~~l.n.~~ a statement that the position is covered by this collective bargaining agreement;
- ~~m.o.~~ \_\_\_\_\_ a web address provided by the Union for WPI-GWU-UAW contact information, informational materials, and membership card;
- ~~n.~~ additional duties and compensation if assigned additional responsibilities (i.e. tutoring center, Major Qualifying Project (MQP) facilitation, etc.);
- ~~o.p.~~ as well as any other information deemed relevant by the University that pertains to the terms and conditions as may be established by the Department or Program.

If any of the information is not known at the time the appointment letter is sent, the GW will be informed of such information when it becomes available, no later than thirty (30) days for stipended/salaried GWs and no later than fifteen (15) days for hourly GWs prior to their appointment start date.

~~For teaching appointments, the letter shall also include~~

- ~~a.~~ assigned course, lab, research project, or position;
- ~~b.~~ the faculty member(s) or supervisor(s) to whom the GW will report;
- ~~c.~~ the duties that the GW will be required to perform;
- ~~d.~~ course meeting times and location;

~~e. the maximum number of students for which the GW will be responsible per class, section, lab, etc.~~

All offers of appointment or reappointment to a salaried/stipended GW position shall be for a minimum duration of ~~nine (9) or~~ twelve (12) months ~~as appropriate,~~ and hourly GWs shall be for a minimum duration of one ~~term~~semester.

~~Notwithstanding the foregoing, appointments of less than twelve months for salaried/stipended positions and one term for hourly positions may be offered, by agreement of the parties, to account for funding opportunities that were not available for the entirety of the minimum appointment duration, replacement for a vacancy by another GW, late arrival onto campus, visa securement complications, or other reasons that would have prevented the appointment of the GW at the outset of the semester.~~

~~Notwithstanding the foregoing, appointments of less than twelve months for salaried/stipended positions and one semester for hourly positions may be offered, by agreement of the parties, to account for funding opportunities that were not available for the entirety of the minimum appointment duration, replacement for a vacancy by another GW, late arrival onto campus, visa securement complications, or other reasons that would have prevented the appointment of the GW at the outset of the semester.~~

GWs shall be given at least seven (7) days to review their appointment letter, including any revisions to the appointment letter, and raise concerns.

**Section 2.** ~~The parties recognize appointments for an academic year or longer are generally in the mutual interest of the University and the GW. Hiring units are encouraged to offer one academic year appointments when practical. Appointments exceeding one academic year may be made contingent on available funding.~~ ~~parties acknowledge their mutual interest in allowing GWs the opportunity~~

~~to express assignment preferences prior to the University making assignment decisions. The University encourages all departments or programs to offer such opportunities. Nothing precludes a GW from expressing assignment preferences.~~

**Section 3.** ~~The parties acknowledge their mutual interest in allowing GWs the opportunity to express assignment preferences prior to the University making assignment decisions. The University encourages all departments or programs to offer such opportunities. Nothing precludes a GW from expressing assignment preferences.~~

**Section 4.** No GW shall be required to perform a service ~~that is entirely personal in nature~~ for the benefit of any other University employee ~~that is entirely personal in nature~~.

**Section 5.** ~~Pertaining only to TAs and RAs:~~ GWs who are required to enroll in any course, including ESL language training, as a condition of their employment, shall have the tuition and/or fees for such courses waived.