

ARTICLE ___
UNION ACCESS AND RIGHTS

Section 1. To the extent permitted by the Family Educational Rights and Privacy Act (FERPA), the University shall provide the Union electronically with data about the bargaining unit as provided in this article. At the beginning of each term, the University shall provide the Union electronically with the roster of the bargaining unit, including for each member: full name, preferred name, preferred pronouns, visa status, race, ethnicity, gender, employee identification number, appointment start date, appointment end date, job title(s), appointment type/position (see Article __, Titles and Classifications), pay rate rate, bi-weekly stipend, work department/program or hiring unit, ~~work location~~ and department/program head or supervisor. ~~The University shall also update the roster at least bi-weekly.~~

To facilitate the release of FERPA protected information to the Union, the University will include in its template for GW offer letters a provision by which the GW consents to the disclosure of such information to the Union. Before implementing such language, the University will provide it to the Union for review and comment. The University will also make available to GWs who are hired on an hourly basis a similar opportunity to authorize release of FERPA protected information to the Union. The Union agrees that it will not re-disclose in violation of FERPA any personally identifiable information from education records that it receives pursuant to this provision.

Section 2. The ~~Union~~WPI GWU shall be provided access to the University ~~mail systems, including~~ e-mail, at no cost to the Union, and will comply with all relevant University policies for such use.

Section 3. Following ratification and approval by the parties, the University shall publish the collective bargaining agreement on a designated website.

Section 4. The ~~WPI GWU~~Union may arrange for the use of University conference rooms and meeting space for Union meetings and events, as space is available, at no cost to the Union, ~~and shall not be denied on the basis of union membership (see Article __, Non-Discrimination, Section 1).~~

Section 5. No later than August 15 of each academic year, ~~t~~The Union shall furnish the University with a written list of the GW Union's officers and other authorized representatives and shall update the list when changes occur. The University shall deal with such individuals as representatives of the Union for purposes of investigating, presenting and settling grievances in accordance with the provisions of the collective bargaining agreement. Upon securing permission (such permission shall not be unreasonably delayed or denied) from the supervisor, ~~t~~The representative shall be ~~provided release time with no loss of pay and~~ permitted reasonable time to investigate, present and process grievances on University property during regular working hours. Such activities are not to disrupt University operations.

Section 6. A reasonable number of WPI GW Union representatives shall be permitted access to the University property and for the purpose of communicating and meeting with GWs, provided that the Union does not disrupt the operations of the University.

Section 7. The WPI GW Union shall have the same right of access to post information on departmental and institutional bulletin boards as other external groups and individuals. All postings by the Union shall be done in accordance with WPI policies and practices regarding bulletin board access and use. Union postings elsewhere on campus shall comply with WPI policies and practices.

Section 8. The University shall provide at least three (3) week's notice to the Union of any orientation of graduate workers at the University, ~~School or department. The Union shall be provided one (1) hour within the orientation schedule to meet with graduate workers.~~ The University shall inform the Union of the schedule for the orientation and permit the Union to use the meeting space for ~~thirtyone (301) minutes~~ hour within such orientation to meet with GWs.

~~**Section 9.** The University shall allow five (5) GWs to serve as Release-Time Union Representatives. Two of the Release-Time Union Representatives shall receive stipends at the 20-hour per week level and three shall receive a 10-hour stipend (or 10-hour addition to the individual's regular GW appointment level up to a 20-hour per week maximum) to devote such time to Union work. GWs in their first year of graduate study shall not be eligible for designation as a Release-Time Union Representative. The Union will designate the individuals selected at least ninety (90) days in advance of the first day of each semester. In the event a vacancy in a Release-Time Union Representative position occurs during a semester, the University and Union will meet concerning arrangements for succession.~~