

5/16/24

University Second Stipended Appointments and Stipended Assignment Hours proposals and Counter to Union proposal on Appointment Security

*Updated language from first Stipended Appointments and Stipended Assignment Hours proposals are reflected in redlines. The University's comprehensive contract proposal offered on March 15, 2024 remains on the table as a union contract settlement that the University will sign when and if the Union is interested.

*The university reserves the right to add to, modify or withdraw proposals as part of the negotiation process, and to offer additional proposals. No agreement applies to any single provision unless there is agreement on a final package.

ARTICLE VI
STIPENDED APPOINTMENTS

Section 1. All stipended appointments shall be for at least one (1) academic term (fall, spring, summer 1 or summer 2) unless otherwise determined by the college, and shall be subject to availability and funding. All appointments are at the discretion of the applicable college, school, department or program, and may be subject to change. Students will receive notice of any change within seven (7) days of the decision to change the appointment. Any change of appointment and/or the appointment assignment shall not impact the level of student funding for the term.

Section 2. The parties understand that issues such as funding availability and course enrollment uncertainties can impact the timing of when appointment letters issue. The University will make reasonable efforts to provide an appointment letter for each appointment no later than thirty (30) calendar days before the start of the appointment. Teaching Assistants who are instructor of record for a course will receive their appointment assignments forty-five (45) calendar days before the start of the fall and spring semester, as applicable.

Section 3. An appointment letter shall include the following information:

- A. Appointment title;
- B. Effective dates and duration of the appointment;
- C. College and department, as applicable, and supervisor if known at issuance of the letter;
- D. The general terms of the appointment, including stipend as applicable; and,
- E. The general scope of anticipated responsibilities of the appointment.
- F. Individual to contact with questions concerning the appointment.

Teaching Assistant appointment letters will contain the course title, along with course meeting times and location if known.

Section 4. The nature and scope of responsibilities of graduate students in their appointments will vary by college, school, department or program.

Section 5. An individual who is not enrolled as a student for any reason may not hold an appointment, and shall not be subject to any provision of this Agreement.

ARTICLE VII STIPENDED ASSIGNMENT HOURS

Section 1. The parties agree that the university maintains the right to define academic expectations and degree requirements, and that this Agreement does not limit the amount of academic work deemed necessary for a student to make satisfactory academic progress toward their degree.

Section 2. The workweek for stipended graduate students shall not exceed more than an average of twenty (20) hours per week over the course of a semester without a commensurate pro-rated compensation increase. Any time spent by a stipended graduate student on their academic efforts associated with degree requirements and academic expectations is not part of this Agreement, and will not count toward the 20 hours.

Section 3. Specific hours worked each week will fluctuate due to the nature of assignments. The parties recognize that, in addition to the more typical appointments of a traditional academic term (fall/spring), academic year, or calendar year, a stipended graduate student may be offered an appointment to work during an intercession or other similar shortened period. By design, such appointments may involve a more intense assignment workload each week than typically associated with an academic term appointment. In these situations, the twenty (20) hour per week average in Section 2 shall not apply. The parties recognize that summer 1 and summer 2 appointments are also different than the more typical appointments of a traditional academic term (fall/spring), academic year or calendar year, and agree that the twenty (20) hour per week average shall not apply to appointments during the summer.

Section 4. Stipended graduate students shall attempt to informally resolve any concerns about their hours with their supervisor as a precondition to filing a grievance under the Grievance and Arbitration provisions of the contract.