

University Counter – Training and Professional Development 8/2/24

*The University's second 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 XX

TRAINING AND PROFESSIONAL DEVELOPMENT

Section 1. The University may require graduate students to undergo training related to their assigned duties. ~~The University and the Union agree that professional development opportunities are important to graduate students-workers (GSWs).~~

Section 2. ~~The University retains the exclusive right to determine the content and delivery of training.~~ Attendance at any required training shall be compensated at the applicable rate consistent with the student's appointment or hourly rate, ~~provided that students do not receive pay for training in addition to their stipend or hourly pay, if the training takes place outside the dates of the student's assignment period. Time spent in required training shall count toward stipended graduate student work hours.~~ Notification of any required training will be provided to bargaining unit members in advance. ~~The University shall will endeavor to make on-campus professional development opportunities available to graduate students GSWs free of charge.~~

Section 3. Bargaining unit members will be allowed time off at their applicable rate of pay in order to take an examination for professional licensing required by the University for their work assignment. The University will pay the costs for any such required professional license and training for the duration of the graduate student's work assignment.

Section 4. ~~Graduate students may apply for professional development funds that may be available through grants, or through their college. Upon ratification of this agreement, the University shall establish a fund for graduate student worker professional development and research assistance. The fund shall be dispersed on their date of hire and renewed annually on September 1st.~~

~~**Section 5.** Each member of the bargaining unit shall receive \$750 annually for professional development from the fund referenced in Section 3.~~

~~**Section 6.** The funds outlined in Section 4 shall be distributed annually on the first day of the Fall Semester. In the event that a bargaining unit member was not eligible in the Fall, they shall receive their disbursement on their date of hire.~~

~~At the time of distribution, graduate student employees shall receive written notification that they may use these funds for any scholarly, educational, or professional purpose, including but not limited to professional travel, supplies, books, journals, and equipment.~~

~~**Section 7.** Professional development programs for GSWs which are in existence on the effective date of the Agreement and which are not specifically covered by this article, will continue in effect under conditions upon which they had previously existed throughout the life of this Agreement unless altered by mutual consent of the University and the Union.~~