

University second counterproposal on Training – 10/30/24

*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.

*Highlights reflect edits to the Union's last counter.

ARTICLE

TRAINING

Section 1. The University may require graduate **student workers (GSWs)** to undergo training related to their assigned duties. The University and the Union agree that training **is** ~~may be~~ important to graduate student workers. **The University retains the exclusive right to determine the content and delivery of training and will maintain current support for training programs it determines are necessary for applicable GSW work responsibilities** ~~s and work with the union to identify and execute expanded training.~~

Section 2. ~~The University retains the exclusive right to determine the content and delivery of training.~~ The University shall provide any and all training **it determines is** necessary to fulfill GSW **assigned work responsibilities** ~~duties~~. The University will cover the registration and attendance costs for **any such** required **training, provided that GSWs shall not be entitled to receive pay for training in addition to their stipend or hourly pay.** ~~activities under this article. GSWs shall be paid at their current rate for all required activities under this article.~~ If a GSW attends a **required work training that offers a stipend or hourly compensation** ~~which is less than the contractual rate for GSW work duties, the GSW will receive hourly equivalent of the agreed compensation package in this contract, the university will continue to provide compensation that covers the difference between what is paid and the applicable contractual rate~~ **any remaining difference,** ~~provided that students do not receive pay for training in addition to their stipend or hourly pay~~

Section 3. The University shall notify **all** GSWs of **any required work training in advance** ~~required as part of their appointment notification of their training.~~

Section 4. The Union **shall have the right to review the content and delivery of mandatory trainings as covered in Section 2. Further, upon the request of either party, the parties shall meet at the start of each semester to discuss and agree upon the content and delivery of any mandatory training. In anticipation of these meetings, the Union** ~~may make recommendations to the University to address other training concerns brought to its attention by GSWs or regarding the content and delivery of trainings.~~

Section 5. If a GSW or the union identifies additional training that may enhance a member's work, they may propose such training to the University ~~for good faith consideration~~. If approved, the University will cover the registration and attendance costs for such trainings as provided in Section 2.

Section 6. 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. GSWs may request. The University will not arbitrarily deny requests for time off to take examinations for professional licensing related to a GSW's degree or to travel to approved conferences, other approved training or other events for professional development ~~not required as set forth in Section 2 above.~~ Any decision to grant such time off for one GSW shall not be precedential or relevant to any other similar request by other GSWs.