

University Stipended Assignment Hours and Workload Counter – 10/30/24

*Updated language from first Job Postings Counter redlined. 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.

**Highlighted language represents changes to the University's original proposal that reflects Union requests and discussion at the table.

ARTICLE - tbd **STIPENDED ASSIGNMENT HOURS AND WORKLOAD**

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. Academic efforts associated with degree requirements and academic expectations are not part of this Agreement and do not count toward workload.

Section 2. Salaried stipended GSWs ("stipended GSW") assigned workload shall not exceed an average of twenty (20) hours per week during the academic term for their assignment. GSWs who are required by their supervisor as part of their work assignment to attend an orientations or meetings outside of their normal work schedule will have that time counted toward their 20 hours (for stipended GSWs) or as work hours (for hourly GSWs).

Section 3. The parties acknowledge and understand that workload in the context of a Research Assistant consists of work assigned by a principal investigator ("PI") to perform research specifically to further the PI's research project(s) and performed at the direction and control of the PI.

Section 4. The parties recognize that specific hours worked each week will fluctuate due to the nature of assignments. In the case that a stipended GSW has an assignment canceled and replaced with a new assignment after the start of the term, all worked hours preceding the new assignment start date shall count toward the 20-hour/week academic term average in Section 2, above.

Section 5. In the event that a stipended GSW believes in good faith that their assigned workload shall exceed the average contemplated by this Article, Stipended GSWs shall attempt to informally resolve any concerns about their work hours with their supervisor, and may include the department/program head, as appropriate. The GSW may request a Union representative participate in this discussion. If this discussion does not resolve the matter, the Union may proceed to grieving an unreasonable workload at Step 3 the Grievance and Arbitration provisions of the contract by filing a grievance within five (5) days of the discussion.