

University Counter -- Union Rights and Bargaining Unit Information 12/9/24

*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.

*Redlined language is a consolidation of the University's Bargaining Unit Information counterproposal. Highlighted redlined language is a change to the University's counter that responds to a Union request.

ARTICLE - tbd

UNION RIGHTS AND BARGAINING UNIT INFORMATION

Section 1. The University shall make available, at no cost, a meeting space for the Union to conduct business from time-to-time pertaining to bargaining unit work, on the same terms as space is made available for other campus organizations. Meeting space shall be subject to availability and use of meeting space by the Union may not cause any disruption to University operations or classes. The University reserves the right to limit the use of approved meeting space, and to revoke use if it is inconsistent with this paragraph.

Section 2. Union representatives who are not students must provide reasonable advanced notice to contact points in University Labor Operations in advance of coming to campus for any meetings. Union representatives must comply with University policies and practices that apply to visitors, including restricted use areas.

Section 3. Within thirty (30) days of the start of each semester, the Union shall provide a list of the names and colleges of bargaining unit representatives who are authorized to act as representatives for the Union for purposes of investigation and resolution of grievances, attending meetings with a grievant, meeting with University officials and to address other matters pertaining to bargaining unit work.

Section 4. Bargaining unit member college mailboxes, to the extent available, may be utilized by the Union for purposes of communicating about bargaining unit work. The Union shall have access to one bulletin board per college for posting matters about bargaining unit work, and access is subject to the same policies and procedures that apply to postings on campus.

Section 5. The University agrees to provide newly admitted stipended graduate students a packet of materials to be supplied by the Union that will be included in their new PhD orientation packet. The University shall notify the Union no later than thirty-days prior to the annual new PhD orientation to enable the Union to provide materials in advance.

Section 6. Within forty-five (45) days after the start of each semester, to the extent permitted by the Family Educational Rights and Privacy Act (FERPA), the University will provide to the Union, at no cost, a list of graduate students covered by this Agreement, along with the following information:

- name
- home address (city, state, country only)
- major field of study
- college

Section 7. Within the 45-day period, above, for bargaining unit members who have completed and submitted a FERPA waiver to the University (as set forth in Section 6) by the start of the relevant semester, the University will also provide to the Union, at no cost, the following information:

- Northeastern ID number
- home street address, city, state
- phone number
- email on file
- appointment title
- home department, as applicable
- stipend or hourly rate of pay
- status as stipend or hourly
- college enrolled
- supervisor

Section 8. The University shall maintain a link that hosts a FERPA Release Form that can be printed, completed and submitted in accordance with instructions in the link by bargaining unit members who wish to approve the release of information set forth in Section 2 to the Union. The contents of the Release Form shall be determined by the University, and is subject to change by the University consistent with FERPA privacy requirements. Within ten (10) days of the effective date of this Agreement, if the effective date does not fall during winter break, the University shall forward the link to all bargaining unit members.