

ARTICLE __

UNION RIGHTS

Section 1. Bargaining Unit Information. The University shall provide the Union electronically with data about the bargaining unit as provided in this article. Each month, the University shall, to the extent available in the appropriate system, provide the Union electronically with the roster of the bargaining unit, including for each member of the bargaining unit: full name, UConn email, local mailing address and phone, work address and phone, employee identification number, date of hire into Postdoctoral Research Associate payroll title, most current appointment end date, job title, bi-weekly salary, work department or hiring unit, work location (building), and supervisor if available or department head.

Section 2. Use of Campus Mail Systems. The Union may use the University email and mail service under the current policy for registered organizations. Pursuant to the policy, the Union understands that it shall pay the regular rate, that its materials may not interfere with other official University obligations, and that such materials shall be accompanied by a statement that they are not official publications of the University. All use shall be in accordance with the applicable acceptable use policies.

Section 3. Publication of Agreement. Following ratification and approval by the parties, the University shall publish the collective bargaining agreement on its designated website.

Section 4. Use of Space. The Union may arrange for the use of University conference rooms and meeting space on the same basis as other unions recognized by the University.

Section 5. Postdocs' Rights to Union Information. The University shall notify newly appointed Postdocs of the position being covered by the bargaining unit and shall supply them with the link for the Union's website where they may access membership information and forms.

Section 6. Union Representatives. The Union may designate officers and/or stewards, appropriate to the size of the unit, who shall be members of the bargaining unit. The Union shall furnish the University with a written list of the Union's officers and other authorized representatives and shall update the list when changes occur. The University shall deal with such individuals as representatives of the Union for purposes of investigating, presenting and settling grievances in accordance with the provisions of the collective bargaining agreement.

- a. No officer/steward shall be discriminated against for membership in the Union, or for performing Union business.
- b. Up to five (5) Postdocs of the Union's choosing may be designated as stewards for the purpose of administering this Agreement. Stewards shall be permitted reasonable time for representation of employees covered by the collective bargaining agreement related to a grievance, so long as they do not disrupt University operations. The Postdoc steward shall, when circumstances necessitate, coordinate with their supervisor in order to maintain required effort on responsibilities assigned to the position.

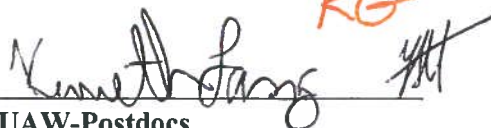
- c. Up to five (5) Postdocs designated as bargaining team members for the purpose of bargaining a replacement agreement shall be permitted reasonable time to participate in scheduled bargaining sessions. None shall be from the same laboratory. The Postdocs designated as bargaining team members shall provide their supervisors with notice of their role as a bargaining team member. Postdoc bargaining team members shall, when circumstances necessitate, coordinate with their supervisor in order to maintain required effort on responsibilities assigned to the position.
- d. Any Postdoc whose presence is required as a witness: (1) at a meeting or hearing the subject of which deals with the administration of this Agreement; or (2) proceedings before any governmental agency or any court of law pursuant to the application of the terms and conditions of this Agreement, shall be allowed time for that purpose. Postdocs who serve as a witness as outlined in this section shall, when circumstances necessitate, coordinate with their supervisor in order to maintain required effort associated with responsibilities assigned to the position.

Section 7. Union Access. A reasonable number of Union representatives shall be permitted access to areas of the campus that are open to the general public and employees' work spaces for the purpose of communicating and meeting with Postdocs, in accordance with the rules and regulations of the University and paragraph 6(b) of the Neutrality Agreement entered into by the University and the Union on or about June 29, 2018 ("Neutrality Agreement"), and provided that the Union does not disrupt the operations of the University. Except as provided in Section 9, Postdocs Rights to Union Orientation, and in accordance with paragraph 6(b) of the Neutrality Agreement, no recruiting of eligible Postdoctoral Research Associates shall be engaged in during time when such employees are performing their duties for the University.

Section 8. Access to Bulletin Boards. The Union shall have the right to post information on departmental bulletin boards designated for that purpose (physical and electronic or virtual).

Section 9. Postdoc Rights to Union Orientation. The University shall continue to require Postdocs to attend new employee orientation. Upon scheduling of any new employee orientation, or another formal orientation for Postdocs at the University, School, College or department level, the University shall inform the Union of the schedule for the orientation and permit the Union to have thirty (30) minutes on the orientation agenda to inform Postdocs about their rights and obligations under this Agreement and to distribute materials, including Union membership application and dues deduction authorization.

Tentative Approval

 KG

 UAW-Postdocs

8/6/19

 Date



 University of Connecticut

8/6/19

 Date