

ARTICLE 7 UNION RIGHTS

7.1 ASE STATUS REPORTS

Subsection 7.1 – ASE Status Reports, has been intentionally separated per conversations between WSU and the UAW for the purpose of a Tentative Agreement. The reports subsection is to be reviewed separately to address content, development, implementation once agreed upon, and frequency.

7.2 UNION USE OF UNIVERSITY RESOURCES AND FACILITIES

Representatives of the UAW shall be permitted access to employees' work spaces for the performance of official union business. Such visitations shall be conducted in a manner that will not be disruptive to the operations of the University.

7.2.1 Meeting Space and Facilities

The University's campuses and facilities may be used by the Union for meetings upon prior request by the Union in accordance with University facilities and use policies and availability of space.

7.2.2 Supplies and Equipment

The University will allow the Union to post notices and information on existing, designated bulletin boards in those Departments where ASEs work. University-purchased supplies, equipment, including but not limited to telephone, fax and email may not be used for Union business except in *de minimis* uses if such use does not disrupt University business.

7.3 UNION ORIENTATION FOR NEW BARGAINING UNIT MEMBERS

Each semester, the University will provide an employment orientation to new ASEs on a system-wide basis. The Union shall be provided thirty (30) minutes at this and at any Hiring Unit, Campus, Extension or Department employment orientation for new ASEs, to communicate with bargaining unit members and discuss/distribute materials, including Union membership application and dues deduction authorization forms. In the event a new ASE is unable to participate in an employment orientation, the Union will be allowed a thirty (30) minute period during the new ASE's first ninety (90) days to conduct an orientation meeting.

Such orientation time shall be considered time worked for the ASE receiving the orientation. The University will encourage new ASEs to attend these orientations. The University and the Union will collaborate on the smooth execution of bargaining unit members' orientations.

7.4 UNION MATERIALS

The University shall post on the [Human Resource Services Labor Relations website](#) Union-provided electronic versions of their Union Membership Election Form and Voluntary Community Action Program (VCAP) form and shall provide links to the forms to each new bargaining unit member during the hiring process.

7.5 POSTING

The University will post the Agreement on the [Human Resource Services Labor Relations website](#).

7.6 CONTRACT TRAINING

Following ratification of this Agreement, the parties may jointly develop training for management summarizing terms of the new collective bargaining agreement. The University and Union may meet semi-annually to discuss any identified training needs related to Contract administration.

7.7 UNION REPRESENTATIVES AND STEWARDS

The Union may designate a number of stewards appropriate to the size of the unit who shall be members of the bargaining unit. The Union shall provide a list of the name of each steward and their jurisdiction to the University. Should a designation of Union steward change, the Union shall provide an updated list to the University within ten (10) days of the effective date of such change. A steward who is processing a grievance in accordance with the grievance procedure of this Agreement shall be permitted reasonable paid release time to meet with University representatives and process the grievance during their normal working hours. Time off for processing a grievance shall be granted to a steward by a supervisor following a request, provided it does not interrupt time sensitive work responsibilities. A Union representative is encouraged to coordinate with relevant parties to avoid disruption of work when interacting with an ASE, unless the interaction is of a limited or informal nature and does not interfere with work.

7.8 RELEASE TIME

The University shall provide paid release time from their regular working hours for up to seven (7) ASEs designated by the Union for the purpose of bargaining a replacement agreement. ASEs will coordinate with their supervisor(s) to minimize any disruption of their employment duties associated with their participation in bargaining. The University will make every effort to accommodate the ASE's time spent during bargaining.