

## ARTICLE [x]. ASSOCIATION RIGHTS

### **Purpose.**

This article establishes the rights of the Association, OT-AAUP, including access to information and university resources.

### **Section 1. Facilities.**

OT-AAUP may use employer facilities on the same terms as other faculty groups such as faculty senate committees.

### **Section 2. OT-AAUP Officials.**

OT-AAUP will inform the employer of all elected OT-AAUP officials and alternates. The list will be sent to the employer within a reasonable time following any changes.

### **Section 3. Communication.**

OT-AAUP has the right to communicate with all members of the bargaining unit using standard university communication mechanisms, both electronic and otherwise including but not limited to university telephones, university email and campus mail. Bargaining unit members can also communicate with each other about OT-AAUP activities using standard university communication mechanisms.

OT-AAUP has the right to make presentations and distribute information to members, including new faculty, during convocation, HR orientations that include new faculty members, or other university-wide forums.

### **Section 4. Employer Supplied Information.**

The employer shall provide OT-AAUP with the following information in a spreadsheet for all members of the bargaining unit by the end of third week of each academic quarter. The information shall be provided at no cost to OT-AAUP.

1. Employee's name on record with Human Resources
2. Gender identification
3. University ID number
4. Highest degree earned
5. Job title, rank, and classification
6. Years in rank
7. Current Classification of Instructional Program (CIP) code
8. Name of faculty member's immediate supervisor
9. Assigned department (or departments, if on split appointment)
10. Assigned department CIP code
11. Work location: office building, office room and assigned campus (including online).
12. Office phone number
13. University email address
14. Effective date of current title, rank, and classification
15. Job start and end date of current appointment
16. First date of university employment
17. Contract Length (9 or 12 months, etc.)

- 47 18. FTE
- 48 19. Contract type - tenure, tenure-track, non-tenure track, summer, other
- 49 20. Annual base salary
- 50 21. Assigned work load units for each academic quarter
- 51 22. Overload compensation (for online and on-campus courses, including summer)
- 52 23. Total merit increases computed from time of hire
- 53 24. Geographical stipend
- 54 25. Other stipends listing amount and category
- 55 26. Annual retirement benefits
- 56 27. Annual health care contributions the employee makes
- 57 28. Annual health care contributions the employer makes on behalf of employee
- 58 29. Job status (leave, active, sabbatical)

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60 The following reports shall be given to OT-AAUP at least annually at no cost to OT-AAUP:

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- 62 1. A list of all promotion and tenure decisions. This report must be provided to OT-AAUP
- 63 within one month of when employees are notified of the decision.
- 64 2. Detailed annual budget must be provided within one week of when the budget is approved
- 65 by the Board of Trustees.
- 66 3. A report of the aggregate and detailed expenditures of monies allocated in the previous fiscal
- 67 year including bargaining unit members professional development expenditures.
- 68 4. Faculty staffing report on or before September 1st to include the previous year's non-
- 69 renewable yearlong appointments including instructor's name, assigned department(s),
- 70 number of years in appointment, and future plans for positions.
- 71 5. By May 1st of each academic year, the following should also be provided:
- 72 a. an annual statement on the status of current relinquishments (such as tenure or job
- 73 title) including relinquishment of benefits;
- 74 b. data and calculations governing release time for the following academic year
- 75 (including summer term);
- 76 c. the number of sabbatical applications, the duration of the sabbatical that each
- 77 applicant requested, all approved sabbaticals for the upcoming academic year, and
- 78 the respective duration each sabbatical was approved for (one quarter, two quarters
- 79 or a full year, for 9-months faculty).

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## 81 **Section 5. Service to the Association**

82 Work that OT-AAUP members do in connection with the Association shall count as service to the  
83 university for the purpose of a faculty's annual performance evaluation, and towards promotion,  
84 tenure and post-tenure reviews. The service that has been performed by members since the  
85 formation of the union and prior to the agreement of the Association Rights article will be  
86 retroactively considered service to the university. The crediting of service for OT-AAUP activities  
87 will be effective immediately after this Association Rights article is tentatively agreed upon.