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## UNIVERSITY COUNTERPROPOSAL

9-3-13

### ARTICLE 31 RELEASE TIME

**Section 1.** The University shall provide the Union with 2.5 FTE of release time each academic year. Such release time may be used for the purposes of conducting union business, including, but not limited to, contract administration, grievances, and participation in the governance of the Union's state and national affiliates. No more than one bargaining unit faculty member may be released for this purpose from any department or unit at one time unless approved in writing by the Provost or designee, which approval shall not be unreasonably withheld.

**Section 2.** For each of the two (2) terms prior to the expiration of the Agreement, the University shall provide an additional 2.0 FTE of release time for distribution to the Union's negotiating team for preparation for and attendance at negotiation sessions.

**Section 3.** The Union will notify the University of the particular faculty members who shall receive release time. Such notice will be provided as far in advance as possible to permit adequate coverage of assignments, but shall be no later than the first working day of the term preceding the release. If the Union opts to use available release time in less than 1 FTE increments, the bargaining unit faculty member and his or her dean, director, vice president or designee will meet and confer to determine which portions of a bargaining unit faculty member's work responsibilities will be released. The parties agree that such release time should be structured to minimize the impact on students.

**Section 4.** The Union may also purchase up to an additional five (5) courses not to exceed twenty (20) credits of release time, or its equivalent in research, each academic year. No more than one bargaining unit faculty member may be released for this purpose from any department or unit at one time, or from a department from which a bargaining unit faculty member has been released under Section 1 or 2 above, unless approved in writing by the Provost or designee, which approval shall not be unreasonably withheld. The Provost shall have the final authority to approve requested course releases, which approval shall not be unreasonably withheld. Such release time will be purchased at the rate then being used in the department or unit of the affected faculty members. The Union will notify the University Administration by May 15 as to whether and how many course releases are being purchased for the following academic year. The University will inform the Union of the amount to be charged for the requested release(s), based on salary, OPE, and recovery of facilities and administrative costs. The Union will reimburse the University for that amount in exchange for the course release.