

UAW 4811 Academic Student Employee Successor Negotiations - 5/23/25

BX Articles	BR Articles	Proposal
Freedom of Speech	Freedom of Speech	New Article
Policing	Policing	New Article
Housing	Housing	New Article
Transitional Funding/Bridge Funding (Side Letter --> Article)	Transitional Funding/Bridge Funding (Side Letter --> Article)	New Article and improve language of side letter
Non-Discrimination in Employment	Non-Discrimination in Employment	Open to merge agreements and make changes
Emergency Layoffs	Emergency Layoff	Open to merge agreements
Severability	Severability	Open to merge agreements
Definitions	Definitions	Open to merge agreements
Duration	Duration of Agreement	Open to merge agreements and make changes
Management and Academic Rights	Management and Academic Rights	Open to merge agreements
Recognition	Recognition	Open to merge agreements and potential change pending outcome of recognition grievances
Grievance and Arbitration	Grievance and Arbitration	Open to merge agreements and make changes
Leaves	Leaves / Personal Time Off (Combine Articles)	Open to merge agreements and make changes
Special Wages / General Wages (Combine Articles)	Wages	Open to merge agreements and make changes
Reasonable Accommodation	Reasonable Accommodation	Open to merge agreements and make changes
Defined Contribution and University Retirement Plans(s)	Defined Contribution and University Retirement Plans	Open to merge agreements and make changes
Workload	Time and Effort Commitment	Open to merge agreements and make changes
Parking and Transit	Parking and Transit	Open to merge agreements and make changes
Fee Remission	Fee Remission	Open to merge agreements and make changes

Appointment Notifications	Appointment Notification	Open to merge agreements and make changes
Immigration	Immigration	Open to merge agreements and make changes
Health Benefits	Health Benefits	Open to merge agreements and make changes
Childcare	Childcare	Open to merge agreements and make changes
Union Access and Rights	Union Access and Rights	Open to merge agreements and make changes
Employment Files(s) and Evaluations	Employment File(s) and Evaluations	Open to merge agreements and make changes
No Strikes	No Strikes	Open to merge agreements and make changes
Discipline and Dismissal	Discipline and Dismissal	Open to merge agreements
Respectful Work Environment	Respectful Work Environment	Open to merge agreements
Appointment Security	Appointment Security	Open to merge agreements
Training & Orientation	Required Training	Open to merge agreements
Summer Session		Open to merge agreements
Classifications		Open to merge agreements and make changes (still waiting results of BR steps arb)
Posting		Open to merge agreements
Waiver	Waiver	Open to merge agreements
Workspace and Instructional Support	Workspace Support	Open to merge agreements
Health and Safety	Health and Safety	Open to merge agreements
Labor Management Meetings	Labor Management Meetings	Open to merge agreements
	Past Practice Not Covered by Agreement	Open to merge agreements
	Work-Incurred Injury or Illness	Open to merge agreements
Holidays	Holidays	Open to merge agreements
Travel	Travel	Open to merge agreements

Union Security	Union Security	Open to merge agreements
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The Union reserves the right to submit proposals on additional bargaining topics not specifically listed and to modify any proposal.