1	Faculty Alliance of Miami, AAUP-AFT Proposal to Miami University				
2 3	February 21, 2024				
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5	Employment of Members of the Same				
6			Family		
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8 9 10	X.1.		ministration shall not impose restrictions on the concurrent employment of ers of the same immediate family except as outlined herein.		
11 12 13 14 15 16 17 18 19 20	X.2.	No ind superv superv positio the De agreem Superv	mediate family member shall not supervise another or be in the supervisory line. Ividual shall be assigned to a department or a unit under the direct or indirect ision of an immediate family member. An agreement regarding alternative ision must be reached as part of the terms of the appointment designating the n to which the individual will report. This agreement is subject to the approval of an. If the individual is an immediate family member of the Dean, then the nent is subject to the approval of the Provost or the President, as applicable. vision includes the awarding of any benefits (e.g., promotion, retention, salary, of absence, etc.).		
21 22 23 24	X.3. Each immediate family member must be judged on their own merits and shall not be prejudiced (favorably or unfavorably) by the employment of another immediate family member or by their activities, status, rank, or position.				
25 26 27 28	X.4. Each immediate family member must conduct themselves in accordance with all applicable state ethics laws and University ethics policies (See the policy "Conflicts of Interest/Commitment").				
29 30 31 32	X.5.	Immed X.5.1. X.5.2.	liate family members shall not: Participate in searches or initial appointment decisions if an immediate family member is a candidate for the position; Authorize, vote upon, discuss, deliberate, recommend, or otherwise use the		
33 34 35 36			authority or influence of his or her position, formally or informally, to secure the employment, retention, promotion, or tenure of an immediate family member, or to approve payment to an immediate family member for services rendered in their public employment.		

The Union reserves the right to add to, delete from, alter or amend this proposal. This proposal is made without precedent or prejudice to existing rights and entitlements, regardless of the character or source of same. Any tentative agreements reached between the parties on any proposals shall not become final until (1) the parties have reached final agreement on a full collective bargaining agreement, and (2) the Union membership has ratified the full collective bargaining agreement.

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38	X.6.	This provision does not prohibit immediate family members from providing requested
39		factual information regarding the immediate family member's work-related activities
40		(e.g., spouses who are co-authors on research or scholarly papers may provide factual
41		information on the nature of the co-authorship and contributions of each for evaluation,
42		promotion, and/or tenure purposes).
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44	X.7.	For the purpose of this article, "immediate family" includes the following relatives,
45		regardless of where they reside: spouse or domestic partner; children; siblings; parents;
46		grandparents; and grandchildren.

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