

MIAMI UNIVERSITY COUNTER PROPOSAL TO FAM/AAUP-AFT

November 12, 2024

ASSOCIATION RIGHTS

Bargaining unit faculty members selected as Union representatives for the purpose of processing grievances as defined in Article [Grievance and Arbitration] shall be known as “Delegates.” Delegates shall be permitted to attend to the processing of grievances or attend to matters having a bearing on discipline, during working hours without loss of pay, provided that a Delegate who desires to process grievances or conduct other authorized Union activity on University time shall contact their Chair with reasonable advance notice for the purpose of making arrangements for the conduct of the Union activity. Upon obtaining prior approval from the Chair, the Delegate shall be permitted to attend meetings related to grievances during working hours without loss of pay. This right shall not be abused, and if abused, shall be withdrawn from the individual abusing the privilege, at the University’s discretion.

By the first day of classes for the Fall and Spring semesters, the Union will provide the University with a list of Delegates. The Union shall notify the University of any changes to this list within five (5) business days after such change.

Miami University reserves the right to add to, delete from, or modify any proposal herein prior to final agreement. Any withdrawal of a proposal is without prejudice to the University. 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, (2) the Union membership has ratified the full collective bargaining agreement and (3) the University Board of Trustees has approved the full collective bargaining agreement.