

## **TENTATIVE AGREEMENT # 11**

### **ARTICLE IV – UNION RIGHTS AND BUSINESS**

#### **Section 1. Union Representation**

The Union shall notify, in writing, the College of the elected Officers and Shop Stewards and the assigned Union Staff Representative authorized to administer this Agreement on behalf of the Union.

#### **Section 2. Union Business and Visitation**

Union Staff Representatives, Union Officers and Stewards shall be permitted to transact official Union business related to the administration of this Agreement on the Employer's property. Union Business and Visitation shall not disrupt the College's operations.

#### **Section 3. Use of Employer's Email to Perform Union Business**

Authorized Union Officers and Shop Stewards are permitted to use their College-provided email to conduct Union business.

#### **Section 4. Union Meetings**

The Union shall have access to reserve meeting space on the College's campus, subject to the same procedures as other campus organizations.

#### **Section 5. Postering**

The Union is permitted to poster, in compliance with the College's postering/printing guidelines.

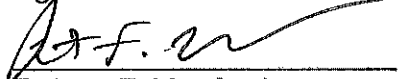
#### **Section 6. New Faculty Orientation**

All new non-tenured or non-tenure track hires are entitled to a meeting with an authorized Union Staff representative not to exceed an hour as part of their onboarding. The College shall also provide time during its new faculty orientation for Union Staff representatives and/or Officers and Shop Stewards to meet with new bargaining unit eligible employees to discuss Union matters and orient new employees to this Agreement. The opportunity to meet with new bargaining unit eligible employees will be scheduled on the agenda as a breakout session.

#### **Section 7. Website**

The College shall maintain a log-in-only portal on its website, with links to this Collective Bargaining Agreement and mutually-agreed-upon side letters, memorandums of agreement, and other governing documents that dictate the terms and conditions of employment for bargaining unit members, and any handbooks and policies referenced by or appended to this collective bargaining agreement. The College shall include the contact information for Union Staff representatives, Officers, and Stewards and a link to the Union's website.

Agreed to: December 15, 2023



Robert F. Manfredi  
On behalf of Skidmore College



Sean Collins  
On behalf of SEIU Local 200 United

