

**COLLECTIVE BARGAINING AGREEMENT**

**Between**

**THE GEORGE WASHINGTON UNIVERSITY**

**And**

**SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 500, CTW**

**November 4, 2022 – December 31, 2024**

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This Agreement is made effective the 4th day of November, 2022, between The George Washington University (the “University”) and Service Employees International Union (SEIU), Local 500, CTW (the “Union”), wherein it is mutually agreed as follows:

## **PREAMBLE**

The Union and the University value and respect the role of the part time faculty covered by this Agreement as contributors to a learning community. Our relationship is characterized by a spirit of professionalism, collegiality, and cooperation toward a common objective of providing an exceptional educational experience for the University’s students. We believe in effective communication, mutual respect, and meaningful involvement of part time faculty in working towards this common objective. The Union recognizes and supports the commitment of the University to provide the very best in educational opportunities to all students. The University recognizes and respects the Union’s commitment to advocating for the interests of its members.

The nature of our relationship is reflected in our ongoing collaboration to resolve issues of mutual interest as well as differences as they arise. We are committed to resolving disputes through such collaborative processes and, when necessary, the grievance and arbitration procedure established in this Agreement, including its emphasis on informal resolution, or, if applicable, through the National Labor Relations Board. The University and the Union also agree that any public statements made during the term of this Agreement concerning any dispute or proceeding between the University and the Union will be consistent with the spirit of professionalism and collegiality that the parties have committed to maintain. We recognize that this approach promotes the success of each student, thus advancing the educational mission of the University.

We are committed to promoting an awareness, understanding, and respect of diverse interests, opinions and experiences and recognize the value such diversity has to the delivery of a high quality education to every student. A culture that encourages collaboration and respect is vital to a positive work environment conducive to the success of the University’s students and those who provide for their education.

## **ARTICLE I – RECOGNITION**

- A. Pursuant to the Certification of Representative, issued by the National Labor Relations Board in Case No. 5 -RC-15715, the University hereby recognizes the Union as the sole and exclusive collective bargaining representative of all regular part-time faculty who receive pro rated benefits and part-time faculty compensated per course, employed by the University, teaching at least one (1) credit earning class or lesson or lab (hereinafter referred to as “Faculty members”) except those referred to in paragraph B below.
- B. EXCLUDED: All others employed by the University, including all full-time faculty; all employees in the School of Medicine & Health Sciences; all pre-

clinical and clinical medicine instructional faculty; all librarians; all employees based in facilities of the Employer more than thirty (30) miles from the main campus; all employees at the Hampton Roads facility; all lab assistants, graduate assistants, clinical fellows, teaching fellows, teaching assistants, and research assistants who are not part-time teaching faculty; all employees who teach only zero credit laboratory, discussion or recitation sections; all volunteers; all administrators, registrars, managers, and guards and supervisors as defined in the Act.

## **ARTICLE II – BARGAINING UNIT INFORMATION**

- A. The University will provide to the Union a list of all Faculty members covered by this Agreement on the following dates (or the next business day): September 15, based on information available on August 31; January 31 based on information available on January 15; and July 15, based on information available on July 1. This list (in electronic form) will include the following columns: Faculty member's name, GWID number, date of hire, home address, University email address, appointment period, title, departments(s), and applicable salary (semester or annualized, depending on appointment period), total credit hours, whether the course is co-taught, and whether there is a non-standard course rate per Appendix A. The list will also designate those Faculty members who are, based on the information available as of the date of the list, employed by the University solely in the Commonwealth of Virginia; members of the federal, state, or District of Columbia judiciaries; retired full-time University faculty who have emeritus status; Faculty members who are full or part-time employees of the International Monetary Fund or the World Bank Group; Faculty members who are Presidential appointees; Faculty members who are not paid directly by the University and whose services are instead procured through a contractual arrangement between the University and the Faculty member's primary employer; or appointed to teach only compressed courses (i.e., six (6) weeks or less in duration).
- B. The University also will provide to the Union an annual list of Faculty members participating in the University's health and dental benefits programs and the employer's and Faculty members' contributions to the University's retirement plan, if applicable.
- C. All information will be provided electronically.

## **ARTICLE III – UNION SECURITY AND CHECKOFF**

- A. Except as provided below, all Faculty members who become employed by the University and covered by this Agreement and who do not voluntarily acquire and maintain membership in the Union, shall be required as a condition of continued employment to pay to the Union each month, beginning no later than thirty-one

(31) days after the date of their initial appointment as a Faculty member covered by this Agreement, or after the ratification of this Agreement, whichever is later, an agency fee (a service charge as a contribution toward the cost of administration of this Agreement and representation by the Union). The amount of such agency fee shall be determined by the Union in accordance with applicable law, as a percentage of full dues uniformly required to be paid as dues and initiation fees by those who choose to become members of the Union. This agency fee requirement shall not apply to Faculty members who are employed by the University in the Commonwealth of Virginia so long as Virginia law prohibits such coverage and is not preempted by changes to federal law, nor shall it apply to the following categories of Faculty members:

1. Members of federal, state, or District of Columbia judiciaries;
2. Faculty members who hold diplomatic or ambassador status;
3. Faculty members who are full or part-time employees of the International Monetary Fund or the World Bank Group;
4. Presidential appointees or non-career Senior Executive Service officials of the United States government, or foreign government officials;
5. Faculty members who are not paid directly by the University and whose services are instead procured through a contractual arrangement between the University and the Faculty member's primary employer;
6. Retired full-time University faculty who have emeritus status;
7. Faculty members who are appointed to teach a compressed course (i.e., six (6) weeks or less in duration); or
8. Faculty members who affirm, through a written statement, that they or their firm provides representation to clients in their relationship with the Service Employees International Union, or its affiliated bodies, and that financial support of the Union will have a material adverse impact on that client relationship, because of an actual, potential, or perceived conflict of interest. However, such Faculty members shall be required to make contributions in an amount equal to the agency fee to a non-religious charitable organization(s) agreed to by the University and the Union in lieu of paying the agency fee to the Union.

B. Payment of union dues or agency fees, voluntary contributions to the SEIU Local 500 Committee on Political Education (COPE), or contributions to a charitable organization pursuant to subparagraph A.8 above, may be made by all Faculty members via the checkoff procedure provided by this Article. It is agreed that the University shall assume no financial or other obligation arising out of the provisions of this Article except as specifically provided in this Article, and the Union hereby agrees that it shall indemnify and hold the University harmless from

any claims, actions, or proceedings by a Faculty member arising from the University's actions in accordance with this Article.

- C. Each payday, the University shall, during the term of this Agreement, deduct from a Faculty member's compensation a sum of dues or fees owed the Union for the month covered by that paycheck and authorized under federal labor law, provided the Faculty member has furnished the University a written assignment executed in accordance with the law. The Union will provide to the University a suitable form for the authorization of this payroll deduction and, as to a new Faculty member, the University will include that form with his/her appointment letter. If the Union identifies a process for Faculty members to submit electronic authorization forms, the Union will advise the University and the parties will work together to evaluate the process and implement it in accordance with the law.
- D. The University shall remit the dues or fees to the Union or its duly authorized representatives within the first ten (10) working days of the month following the month of collection. Following receipt of any written checkoff revocation, the University shall notify the Union, in writing, of the revocation.

#### **ARTICLE IV – MANAGEMENT AND ACADEMIC RIGHTS**

- A. Management of the University is vested exclusively in the University. Except as otherwise provided in this Agreement, the Union agrees that the University has the right to establish, plan, direct and control the University's mission, programs, objectives, activities, resources, and priorities; to establish and administer procedures, rules and regulations, and direct and control University operations; to alter, extend or discontinue existing equipment, facilities, and location of operations; to determine or modify the number, qualifications, scheduling, responsibilities and assignment of Faculty members; to establish, maintain, modify or enforce standards of performance, conduct, order and safety; to evaluate, determine the content of evaluations, and determine the processes and criteria by which Faculty members' performance is evaluated; to establish and require Faculty members to observe University rules and regulations; to discipline or dismiss Faculty members; to establish or modify the academic calendars, including holidays and holiday scheduling; to assign work locations; to schedule hours of work; to recruit, hire or transfer; to determine how and when and by whom instruction is delivered; to determine all matters relating to Faculty hiring and retention and student admissions; to introduce new methods of instruction; to subcontract all or any portion of any operations; and to exercise sole authority on all decisions involving academic matters.
- B. Decisions regarding who is taught, what is taught, how it is taught and who does the teaching involve academic judgment and shall be made at the sole discretion of the University.

- C. The above enumeration of management rights is not exhaustive and does not exclude other management rights not specified herein, nor shall the exercise or non-exercise of rights constitute a waiver of any such rights by the University, provided that the University has met its obligation to negotiate with the Union when the exercise of such other rights pursuant to this paragraph C will result in a material change to a Faculty member(s)' terms and conditions of employment.
- D. No action taken by the University with respect to a management or academic right shall be subject to the grievance or arbitration procedure or collateral suit unless the exercise thereof violates an express written provision of this Agreement.

## **ARTICLE V – APPOINTMENT AND RE-APPOINTMENT**

- A. The University shall make Faculty members aware in writing of who the authorized personnel in each University Department or Program to negotiate the terms of an appointment. Appointment to a position covered by this Agreement may be made only by the Provost and Executive Vice President for Academic Affairs, or designee. The listing of a course in the schedule of classes does not constitute an appointment.
- B. It is in the interest of the University and the Faculty member to make an appointment as early as possible before the beginning of a course.
- C. Appointments for Faculty members who are compensated by the course may be for periods of a semester, parts of an academic year, or, in special circumstances, for longer periods. Appointments for regular part-time Faculty members shall generally be for one academic year.
- D. Faculty Members Compensated by the Course
  - 1. *Notice of Recommendation for Appointment or Re-Appointment.* Faculty members who are compensated by the course and whose appointment or re-appointment will be recommended to the Provost and Executive Vice President for Academic Affairs will be so notified by the applicable University Department or Program before the Faculty member is identified as the instructor of record in the schedule of classes and, in any event, no later than two (2) months before the beginning of the course. Such notice shall specifically state that the University is recommending the Faculty member for appointment or re-appointment and include the course name, the dates and time for the course, the proposed compensation, the maximum number of students the University will allow to enroll in the course, the predetermined minimum enrollment number, and identify the course format (e.g., online or in-person). A Faculty member need not re-apply in order to be recommended for re-appointment. The Faculty member shall have no less than fourteen (14) days to respond to the notice of recommendation, and the notice of recommendation shall inform the Faculty member of how to respond as well

as the time frame for such response. If the Faculty member declines to be appointed or re-appointed, the University may appoint another Faculty member to teach the course notwithstanding the notice period set forth above.

2. *Appointment or Re-Appointment Letter.* The University shall normally issue the appointment or re-appointment letter for a Faculty member who received timely notice of recommendation for appointment or re-appointment no less than one (1) month prior to the first day of classes. A Faculty member shall notify the Department Chair or Program Director, with a copy to the Faculty Personnel Office at [fpo\\_pt@gwu.edu](mailto:fpo_pt@gwu.edu), if they have not received an appointment letter two (2) weeks before the first day of classes.
3. *Definition of Good Faith Consideration.* Faculty members who are compensated by the course and have previously taught a course for a minimum of four (4) semesters within a period of five (5) academic years at the University will receive good faith consideration for appointment to teach the same course if it is offered by the University within one (1) academic year of the most recent appointment, provided that the University intends for the course to be taught by a Faculty member covered by this Agreement.

#### E. Regular Part-time Faculty

1. *Notice of Recommendation for Appointment or Re-Appointment.* Regular part-time Faculty members who are in their second consecutive academic year of appointment in that status will be notified by the applicable University Department or Program as soon as reasonably possible, but no later than four (4) months before the beginning of the following academic year whether their re-appointment will be recommended to the Provost and Executive Vice President for Academic Affairs. Such notice shall specifically state that the University is recommending the Faculty member for appointment or re-appointment and include the course name(s), the dates and time for the course(s), the proposed compensation, the maximum number of students the University will allow to enroll in the course(s), the predetermined minimum enrollment number, and identify the course format(s) (e.g., online or in-person). A Faculty member need not re-apply in order to be recommended for re-appointment. A Faculty member must notify the Department Chair or Program Director of their intention to accept a notice of recommendation for re-appointment no later than one (1) month after they actually receive notice of recommendation for re-appointment. If the Faculty member declines to be appointed or re-appointed, the University may appoint another Faculty member to teach the course notwithstanding the notice period set forth above.
2. *Appointment or Re-Appointment Letter.* The Faculty member shall normally receive an appointment letter no later than thirty (30) days before the beginning of fall semester classes.



3. *Definition of Good Faith Consideration.* Regular part-time Faculty members who are in their second consecutive academic year of appointment in that status will receive good faith consideration for re-appointment at the same base course load (defined as the average annual course load over the preceding four (4) semesters taught, excluding overload courses, if any).
- F. Good Faith Consideration: Good faith consideration shall mean that re-appointment may be denied, reduced, or subsequently cancelled only in the following circumstances:
1. Elimination or downsizing of a Department or Program, or a reduction in the number of courses or sections (hereinafter, “courses”) offered in the applicable semester, but the impact shall be limited to the relevant course(s) taught by the Faculty member;
  2. Creation of a full time position that absorbs existing courses taught by part time faculty, or any other circumstance in which the course will be taught by a full-time faculty member, but the impact shall be limited to the relevant course(s) taught by the Faculty member;
  3. Cancellation of a course(s) due to under enrollment, based on a predetermined University, School or Department standard for minimum enrollment, but the impact shall be limited to the relevant course(s) taught by the Faculty member. In such case, the University shall inform the Faculty member of the applicable predetermined standard for minimum enrollment as part of the notice of cancellation;
  4. Elimination or decrease in courses due to changes in General Curriculum Requirements or major or minor or program offerings, or a decision by the University to adopt a “4 credit/4 course per semester” curricular structure, but the impact shall be limited to the relevant course(s) taught by the Faculty member;
  5. Poor performance by the Faculty member, as evidenced by student evaluations, classroom observation(s), or the Faculty member’s failure to correct a performance problem identified in an evaluation conducted pursuant to Article VIII (Evaluations) or by a Department Chair/Program Director or designee through prior discussion. Student evaluations alone shall not be used as the exclusive basis to deny, reduce, or subsequently cancel an appointment;
  6. Discharge or serious misconduct or neglect of duties resulting in a suspension or written reprimand in accordance with Article XVII (Discipline and Discharge); or
  7. Other bona fide reasons necessitating a relevant change in academic, fiscal, or programmatic needs.

In the circumstances set forth in subparagraphs 1, 2, 3, 4, and 7, the Department Chair/Program Director shall reasonably consider appointing the impacted faculty member to an available scheduled course that the Faculty member is qualified to teach. In the case of a course with multiple sections where a section is canceled due to under-enrollment, the University will assign a Faculty member with good faith consideration to an available section with sufficient enrollment over a Faculty member who has not achieved good faith consideration. If there is more than one Faculty member with good faith consideration for an available section, the University will give preference to the Faculty member with more years of good faith consideration. Nothing herein shall cause a Faculty member who has received a notice of recommendation for appointment to be displaced by another Faculty member from a course or section to which they have already been appointed. If the University cancels the re-appointment due to under-enrollment of a Faculty member who has good faith consideration, the Faculty member will retain good faith consideration in the next semester in which the course/section is offered. The University will not intentionally schedule courses/sections to undermine good faith consideration.

- G. A Faculty member shall not be required to perform any work on behalf of the University for a course to be taught in a subsequent semester or academic year until the Faculty member has been notified of his/her recommendation for re-appointment; provided, however, that nothing herein prohibits a Faculty member(s) from preparing materials in preparation for the approval of a new course and, in such case, if the course is approved, the University shall appoint the Faculty member(s) to teach the course in the first semester in which it is offered.
- H. The University retains the right to modify the title and/or content of a course that a Faculty member has been appointed to teach.
- I. If the University determines that there is a need for an additional regular part-time position and/or a need to fill an existing regular-part time position that has become vacant, the University will post the position so that existing Faculty members have notice of the position and an opportunity to apply in a manner consistent with University policy. The University and the Union agree that it is in the best interest of the parties to notify a broad spectrum of eligible professionals about such available positions so as to encourage diversity, equity, and inclusion.

## **ARTICLE VI – COURSE LOAD**

The University maintains guidelines regarding the course load for part-time faculty, but those guidelines are not a part of this Agreement. This Agreement is not intended to limit the authority of the University to assign higher course loads, at its discretion. The University reserves the right to modify the guidelines as circumstances

warrant. The University will notify SEIU Local 500 prior to announcing a change in the guidelines and will refrain from implementing the change for a period of ten (10) calendar days to provide Local 500 with an opportunity to discuss the change. If, at the end of that 10-day period, the University decides to implement revised guidelines, the University will provide Local 500 with a written copy of the revised guidelines. Consistent with the University's Policy Principles, "guidelines" are distinguished from "policies" in that a policy applies broadly to members of the University community (such as staff, faculty, or students) rather than a subset of that community—in this case part-time faculty.

## **ARTICLE VII – ACADEMIC FREEDOM & FACULTY RIGHTS AND RESPONSIBILITIES**

- A. Subject to the terms of this Agreement, Faculty members shall enjoy academic freedom in the course of their classroom teaching, and, if part of their responsibilities under the terms of their appointments, scholarship or creative work. Academic freedom is defined to mean freedom of investigation and of expression as stated in the Faculty Code, subject to legal restrictions and guidelines adopted by the University and as set forth below.
- B. In the classroom, a Faculty member's exposition shall be guided by the course description and syllabus, requirements of effective teaching, adherence to academic and professional standards, and encouragement of the spirit of inquiry among students.
- C. In speaking and writing outside the University, a Faculty member shall not attribute his or her personal views as those of the University, unless expressly authorized in writing by the University to do so.
- D. If there is a standard course syllabus, a Faculty member who is teaching a course for the first time at the University shall receive from the Dean/Department Chair/Program Director, or designee, within a reasonable time before the beginning of his or her teaching assignment, a copy of the standard course syllabus to be used in the course. If there is no standard course syllabus, or if the Faculty member believes that the standard course syllabus should be modified, then the Faculty member shall develop a new syllabus in consultation with the Dean/Department Chair/Program Director, or designee, based on the following: the syllabus for the course when it was recently taught, the most recent Department-approved course description and/or outline, and/or a Department-approved statement of the course's purposes and objectives. In all cases, the Dean/Department Chair/Program Director shall retain the right to review and approve any new or modified syllabus.
- E. Faculty members shall perform well their assigned academic duties and maintain standards of professional ethics.

- F. In the classroom, Faculty members shall be responsible for the maintenance of good order and the observance of University regulations. Faculty members shall prepare for their classes and conduct them in an appropriately professional manner. They shall meet classes on time, hold classes for the full period except in the event of an emergency or as an approved practice by the Department or Program Chair, and evaluate academic performance fairly and reasonably. Faculty members shall be subject to the same policies on recording of classes as may be established by the Schools or the University for all faculty, to the extent that the policy/guideline does not distinguish between Faculty members covered by this Agreement and other faculty employed by the University.
- G. Faculty members shall report promptly to their Dean/Department Chair/Program Director matters requiring potential academic or non-academic disciplinary action against students under applicable University and School policies and procedures relating to academic integrity and codes of conduct, and shall participate or cooperate, as appropriate, in any resulting disciplinary proceedings in accordance with those policies and procedures.
- H. Faculty members may volunteer to participate in Department or Program committee meetings when appropriate, depending on the purpose of the meeting. Such participation shall be subject to the independent discretion of the Department or Program and this Agreement shall not be interpreted to limit that discretion. Faculty members so volunteering shall not be entitled to any additional compensation as a result of participating in these committee meetings, unless the compensation is agreed to in writing between the Faculty member and the Department Chair or Program Director. Such participation is voluntary for the Faculty member.

## **ARTICLE VIII – EVALUATIONS**

- A. The intent of evaluation is to support excellence in teaching and adherence to academic and professional standards.
- B. Student evaluations will be conducted for each course, except for an independent study or dissertation or similar course, in accordance with University policy. Student evaluations will be made available to the Faculty member at the end of the semester once all grades are submitted. Faculty members shall cooperate with the appropriate academic administrators to facilitate the student evaluation process. Faculty members shall have the right to submit additional questions for the Department or Program to consider adding to student evaluations, in order to address issues that are specific to the Department, Program, or course.
- C. All Faculty members shall be evaluated at least once every two (2) academic years of appointment based on a review of student evaluations in the course(s)

taught by the Faculty member. In reviewing the student evaluations, the Dean/Department Chair/Program Director, or designee (hereinafter referred to as the Evaluator) may consider the following factors: treatment of the course description and syllabus, demonstration of effective teaching methods, adherence to academic and professional standards, and encouragement of the spirit of inquiry among students. Evaluations in courses using special teaching methodologies, such as distance learning courses, may encompass the factors listed above, and others as appropriate, to the extent practicable. The Faculty member may, if he/she chooses, submit a written reflection on the student evaluations. The Evaluator will discuss the evaluation with the Faculty member, upon request of the Faculty member or the Evaluator.

- D. An additional evaluation of Faculty members should generally occur as described below. This additional evaluation shall be based on student evaluations and feedback, one or more classroom observations, a review of the syllabus and course materials, and an optional Faculty self-assessment in a form to be mutually agreed upon by the University and the Union. The Evaluator shall give consideration to all relevant material provided by the Faculty member in advance of the evaluation being prepared.
1. A regular part-time Faculty member will receive this additional evaluation once every three (3) academic years of appointment. The evaluation will include the factors listed in paragraph C above and any other factors related to other duties as reflected in the letter of appointment or in written School, Department, or Program standards. This evaluation will supersede the evaluation described in paragraph C if they would occur in the same academic year.
  2. A part-time Faculty member who is compensated by the course may request this additional evaluation once every six (6) semesters of appointment. Requests for such evaluation shall be made by no later than the second week of classes. Reasonable efforts will be made to conduct the evaluation in the semester requested, but it may be delayed to the next appointment term, if any. This evaluation will supersede the evaluation described in paragraph C if they would occur in the same academic year.
  3. Classroom observation(s) undertaken for purposes of this evaluation may occur at any time within a two (2) week window of time, which shall be designated in advance by the Evaluator after consultation with the Faculty member. Classroom observation(s) shall be conducted during a period in which instruction is taking place, and for a duration of time reasonably necessary to observe a Faculty member's teaching skills and methodologies.
  4. The Evaluator will prepare a written evaluation report within a reasonable period of time after the student evaluations are made available to the

Evaluator. A copy of the evaluation will be made available to the Faculty member. Upon request of the Faculty member or the Evaluator, the Evaluator will meet with the Faculty member in a timely manner to discuss it. A Faculty member may submit a written response to the evaluation within three (3) weeks of the Faculty member's receipt of the evaluation. The Evaluator shall review the response and decide whether to maintain the original evaluation, modify the evaluation, or require a new evaluation. In any event, the Faculty member's written response shall be maintained as part of the evaluation materials.

5. The University will maintain all evaluation materials in a confidential manner to the extent consistent with University policies, practices, and applicable law. The University will provide a copy of any such evaluation materials to the Faculty member upon request at no cost once per year.
- E. The University may observe teaching performance at any time. The Faculty member ordinarily shall have advance notice of such action but may not if, in the University's good faith judgment, circumstances do not warrant it; provided that the University shall not observe teaching performance for evaluation purposes based on recorded classes where no notice was provided to the Faculty member that the recording could be used for that purpose. If a class recording is used for evaluation purposes, the University shall provide timely feedback to the Faculty member (within four (4) months of the recording).
  - F. The University will promptly notify Faculty members of any concern regarding poor performance.

#### **ARTICLE IX – UNION REPRESENTATION**

- A. The representatives of the Union shall have reasonable access to the University's academic facilities for the transaction of necessary Union business relating to this Agreement so long as normal business and classroom activities are not disrupted or attempted to be disrupted.
- B. The University will not unreasonably deny Union requests for suitable meeting space in the University Student Center or other University-owned or controlled buildings for meetings with its membership covered under this Agreement, up to three (3) times per academic year, upon request by the Union at least ten (10) business days prior to the meeting date. In addition, the University will give consideration to requests for additional meeting times. Such requests shall not be unreasonably denied.
- C. The Union shall be permitted to post notices pertaining to legitimate and appropriate Union interests on designated University bulletin boards. The Union shall monitor the bulletin boards and shall promptly remove inappropriate or

outdated material.

- D. To the extent the University offers a live orientation program for part-time Faculty, the Union shall be notified and may request suitable meeting space, pursuant to paragraph B above, in order to hold its own meeting immediately following the University's orientation program.

#### **ARTICLE X – MEETINGS BETWEEN UNION LEADERS AND THE PROVOST**

The Union and the University agree to facilitate, at least once per academic year, a meeting between designated leaders of the Union and the University's Provost and Executive Vice President for Academic Affairs. The purpose of the meeting will be to discuss matters of general and common interest pertaining to part-time Faculty members. The meeting shall not be used to discuss grievances or issues for collective bargaining. The parties will jointly develop an agenda in advance of the meeting.

In the event the Provost is not available for a scheduled meeting, the Union will be offered the option of meeting with a designee or rescheduling the meeting to a mutually agreeable date and time.

#### **ARTICLE XI – ACCESS TO SERVICES**

- A. Faculty members shall be provided an e-mail address on a University server, which they shall use regularly to communicate with students, administrators and other Faculty. The University will, for Faculty members who have a reasonable expectation of re-appointment, keep their e-mail address active following the end of the most recent semester in which the Faculty member taught, for a reasonable period of time consistent with University information technology policy. In addition, Faculty members shall have access to web space to construct and maintain their own website in furtherance of their University-related activities. Use of University electronic resources (e.g., e-mail and web space) shall be in accordance with University policies and procedures. The University shall notify Faculty members of the availability of e-mail and web services.
- B. Faculty members shall have reasonable access to computers, internet, photocopying and printers provided by the relevant Department or Program for course-related work. Upon request by a part-time Faculty member, the University shall, to the extent practicable, post the name, contact information, and biographical information on the page of its website for the appropriate Department or Program.
- C. The University shall appropriately maintain the academic facilities and equipment provided by the relevant Department or Program. In this regard, the University shall provide shared office space or meeting space that can be reserved to hold

individual meetings with students in accordance with applicable laws and regulations (for example, those governing student privacy and social distancing during a public health emergency). Where the University has available lockers or secured office space, the University shall make such secure space available (for example, by providing the lock code or a key) to the Faculty member upon request to the extent practicable. Faculty members shall report the need for facilities or equipment maintenance to the appropriate Department or Program administrator, Dean's Office, or the University's Director, Part-time Faculty Personnel Administration.

- D. Faculty members shall be given University library privileges commensurate with those of full-time faculty during the period of their appointment and, upon request, for a period of up to one (1) year following the last paycheck for their most recent appointment unless the Faculty member has been terminated for cause.
- E. Faculty members shall be given the opportunity to audit a maximum of one (1) course per semester on a space available basis at no cost, subject to approval by the instructor of record for the course. Faculty members who take advantage of this service shall not be entitled to have their work reviewed, access to any platform for which the University incurs an additional license fee, or obtain credit.

## **ARTICLE XII – APPROVED CLASSROOM RELATED EXPENSES**

- A. If a Faculty member is having difficulty obtaining a review copy of the designated textbook for a course they have been appointed to teach, the Faculty member should contact the Department Chair or Program Director to facilitate obtaining a review copy at no cost to the Faculty member. If the textbook, supplies, materials, and/or software needed to teach a course are unavailable, the Faculty member shall obtain authorization from the Department Chair or Program Director before incurring any out-of-pocket expense. If the Faculty member is authorized in advance by the University to purchase textbooks, supplies, materials, and/or software for a course, he/she will be promptly reimbursed, upon submission of a receipt or other documentation of the expense.
- B. The University will provide up to three (3) daily parking passes per course at University parking garages for speakers in courses held on the Foggy Bottom campus.
- C. All proposed course-related field trips must be approved in advance by the relevant Department or Program Chair, and if approved, Faculty members must abide by applicable guidelines and policies relating to such field trips. Upon prior written approval by the Department or Program, the University shall generally make direct payment to the institution or facility to cover the cost of field trips and similar expenses directly related to the course curriculum. Examples of such



field trips may include, but are not limited to, museum trips, concerts, movies, plays, and readings. If a Faculty member receives written authorization to cover the costs of the approved field trip or similar expenses, he/she will be promptly reimbursed, upon submission of a receipt or other documentation of the expense.

### **ARTICLE XIII – LABOR MANAGEMENT COMMITTEE**

- A. The University and the Union are committed to an ongoing cooperative relationship that fosters effective ongoing communication and addresses issues and concerns with recommendations that are in the best interest of the parties. To that end, the parties agree to the creation of a joint labor-management committee.
- B. The Committee shall consist of no more than five (5) representatives designated by the Union and five (5) representatives designated by the University. The parties will designate their own representatives to the Committee, including one designee as co-chair. If agreed to by both parties in advance of the meeting, more than five (5) representatives of one or both parties may attend a meeting.
- C. The Committee may consider and make recommendations on matters of general importance to the Faculty and the University including but not limited to: health and safety; training; space, facilities, and resources available to the Faculty; and efforts to encourage diversity, equity, and inclusion among Faculty members. The recommendations shall be submitted to the Provost and Executive Vice President for Academic Affairs. Beginning in the Fall 2022 semester, and every three (3) years thereafter if the Committee determines it is worthwhile, the Committee shall conduct and complete a survey of Faculty members in order to assess their need for office space on campus, including the ways in which the Faculty members would like to use office space, the days of the week and times they would use office space, the amount of time they would use office space on those days and times, and the extent to which Faculty members would use lockers or office space to secure class materials. Based on the results of this survey, the Committee shall discuss and make recommendations no later than April 1, 2023 about solutions to provide Faculty members with access to office space consistent with their needs and the availability of space on campus. The Committee may appoint a subcommittee to study this issue if the parties agree that would be helpful to develop the Committee's recommendations.
- D. The Committee shall meet at least once a semester. The parties shall schedule such meetings within ten (10) days of October 15 and March 1 unless the parties agree otherwise. Additional meetings may be held by mutual agreement, and requests for an additional meeting each semester will not be unreasonably denied. Designated representatives of the Union and the University will suggest agenda items two (2) weeks prior to each meeting.

- E. The University shall retain the final authority with respect to adopting recommendations made by the Committee.

#### **ARTICLE XIV – PERSONNEL FILES**

- A. A Faculty member may review his/her personnel file upon request at the Faculty & Staff Service Center or, with respect to information on benefits, if applicable, Human Resource Management & Development. Except as set forth in paragraph C, below, upon his/her request, the Faculty member will be given a photocopy of any item(s) in such file(s) in accordance with University policy.
- B. When the Faculty member seeks review of his/her personnel file in connection with Article XXI (Grievance and Arbitration Procedure), the Faculty member may have a Union representative present at the review and examine the documents. The University's Director, Part-time Faculty Personnel Administration or designee shall be present.
- C. Peer and external evaluations maintained by the Faculty & Staff Service Center or Human Resource Management & Development, as referenced in paragraph A, regarding or relating to recommendations for appointment, reappointment, and/or promotion are confidential and not subject to examination or copying unless relied upon by the University and needed to process a grievance under Article XXI. In such event, the evaluation shall be redacted in order to maintain the confidentiality of the evaluator's identity. In no event shall a document protected by an applicable legal privilege be subject to examination or copying, nor shall the document be relied upon as a basis for denying an appointment, reappointment, and/or promotion; nor shall the document be introduced as evidence in any grievance or arbitration proceeding.

#### **ARTICLE XV – HEALTH AND SAFETY**

The University and the Union are committed to providing a safe working environment for all Faculty members. To that end, the Labor Management Committee as provided for in Article XIII, in addition to its other duties, shall be responsible for considering and making recommendations on health and safety issues as they arise.

#### **ARTICLE XVI – NON-DISCRIMINATION**

- A. The University reconfirms its commitment to equal opportunity, affirmative action and an environment free of discrimination and sexual and other discriminatory harassment as recognized under applicable law and/or as stated in the Faculty Code and University policies, as each may be amended from time to

time. Protected categories in place as of the effective date of this Agreement shall remain in effect for the duration of this Agreement.

- B. The Union acknowledges that, like other University employees, Faculty members covered by this Agreement are subject to University policies prohibiting discrimination and harassment, as referenced in paragraph A.
- C. Both the University and the Union shall be bound, as well, by any applicable substantive and/or procedural change in law during the term of this Agreement.
- D. The University will continue to publicize the locations for its equal opportunity policies and procedures, including the sexual harassment policy.
- E. The parties agree that Article XXI (Grievance and Arbitration Procedure) under this Agreement is the preferred procedure for addressing any claimed violation of this Article or any anti-discrimination law incorporated into this Article. A Faculty member who chooses to file a claim of discrimination with the Equal Employment Opportunity Commission or the applicable State, local, or District of Columbia agency and/or a lawsuit alleging a violation of this Article or any anti-discrimination law incorporated into this Article, shall be deemed to have waived his/her right to pursue that claim under Article XXI (Grievance and Arbitration Procedure).

## **ARTICLE XVII – DISCIPLINE AND DISCHARGE**

- A. The University reserves the right to take corrective action, including but not limited to oral or written counseling, reprimand, and paid suspension for reasons of just cause only. Further, the University may place a Faculty member on unpaid suspension and/or discharge a Faculty member during the term of an appointment for reasons of just cause only. A Faculty member may grieve such corrective action, suspension or discharge through the provisions of Article XXI (Grievance and Arbitration Procedure). Just cause shall mean that there is a reasonable basis for the University's action, supported by substantial evidence, which the University reasonably believes to be true, and which is not based on arbitrary, capricious or illegal reasoning, and when the corrective action and/or discipline is commensurate with the seriousness of the alleged infraction and other surrounding circumstances.
- B. Each appointment ceases at the end of the designated appointment period. The expiration of an appointment or the University's failure to offer re-appointment shall not be considered as disciplinary or corrective action or subject to the just cause standard, but shall instead be subject to Article V (Appointment and Re-Appointment), unless the basis for denial of re-appointment was discipline or discharge as set forth in Article V, paragraph F, subparagraph 6.

**ARTICLE XVIII – COMPENSATION AND BENEFITS**

A. Compensation for Faculty Members Who Are Compensated by the Course

1. Effective Spring 2023, Faculty members who are compensated by the course shall be compensated at the following minimum rates, except as provided in Appendix A:

<u>Rank</u>	<u>Rate Per Standard 3 or 4 Credit Course</u>	<u>Rate Per Standard 1 or 2 Credit Course</u>
Professorial Lecturer (with terminal degree in a relevant field)	\$4,747	\$2,898
Lecturer (without terminal degree in a relevant field)	\$4,072	\$2,469

Effective Fall 2023, Faculty members who are compensated by the course shall be compensated at the following minimum rates, except as provided in Appendix A:

<u>Rank</u>	<u>Rate Per Standard 3 or 4 Credit Course</u>	<u>Rate Per Standard 1 or 2 Credit Course</u>
Professorial Lecturer (with terminal degree in a relevant field)	\$4,873	\$2,949
Lecturer (without terminal degree in a relevant field)	\$4,193	\$2,543

Effective Fall 2024, Faculty members who are compensated by the course shall be compensated at the following minimum rates, except as provided in Appendix A:

<u>Rank</u>	<u>Rate Per Standard 3 or 4 Credit Course</u>	<u>Rate Per Standard 1 or 2 Credit Course</u>
Professorial Lecturer (with terminal degree in a relevant field)	\$5,000	\$3,000
Lecturer (without terminal degree in a relevant field)	\$4,315	\$2,617

2. The compensation rates set forth above are minimums and do not preclude the University from compensating Faculty members above these rates. Compensation above the minimum rates may be based on experience, credentials, or other relevant factors.
3. These minimum rates shall not apply to non-standard courses, to which the University's minimum per course compensation rates have historically not been applied, such as studio or individual instruction (and other courses where compensation is on a per student basis), physical activity courses, independent study or supervision, and dissertation/thesis research supervision. Such non-standard courses shall be governed by Appendix A to this Agreement.
4. In addition to any amount set forth herein, Faculty members who are compensated by the course shall be paid a \$500 lump sum bonus during the semester in which their tenth anniversary of teaching at the University falls, and an additional \$500 lump sum payment during the semester in which each subsequent ten-year anniversary of teaching at the University falls. Faculty members will first be eligible for the lump sum bonus beginning in the Fall 2022 semester.
5. Faculty members compensated by the course may request that a graduate teaching assistant be assigned to a course, if eligible based on School, Department, or Program enrollment standards.
6. Notwithstanding Article V of this Agreement (Appointment and Re-Appointment), if a Faculty member's appointment to teach a course is cancelled, denied or revoked for any reason after the Faculty member is notified of re-appointment, and less than twenty-one (21) calendar days before the first day of classes of the semester or other applicable course start date, or less than ten (10) calendar days before the start of a summer course, the Faculty member will receive a course reduction fee of twenty percent (20%) of the salary that the Faculty member would have received for the course, provided that the Faculty member actually suffers a loss of compensation from the University during that same semester as a result of such cancellation, denial, or revocation. This fee will be in the form of a lump sum payment, made no later than sixty (60) days after the first day of classes of the semester or other applicable course start date. If the reason for the cancellation is insufficient enrollment, the applicable Department, Program, or School, may, in its sole discretion, offer the Faculty member the option of teaching the students who had enrolled in the course. In that event, the Faculty member shall receive, in addition to any course reduction fee, compensation at a per student rate or other rate determined by mutual agreement with the applicable Department, Program, or School. In the event that agreement is not reached, the course reduction fee will still apply.

B. Compensation for Regular Part-Time Faculty Members

1. The compensation rates for regular part-time Faculty members reflect that they have obligations in addition to classroom teaching, such as service on committees, advising, and assisting with the administrative needs of the Department or Program. These obligations do not include participation in University or School governance or scholarly activities.
2. Course loads and expected non-teaching responsibilities for regular part-time Faculty members are established at the time of appointment and confirmed in writing between the Faculty member and the University.
3. Regular part-time Faculty members who are asked and agree to teach a standard course or courses above their established course load, shall be compensated for the additional course load at the appropriate course rate for Faculty members who are compensated by the course as set forth in this Article.
4. Effective Spring 2023, regular part-time Faculty members shall be compensated at the following minimum annualized salary rates, except as provided in Appendix A:

<u>Rank</u>	<u>Annualized Salary</u>
Adjunct Professor (with terminal degree in a relevant field)	\$27,175
Adjunct Instructor (without terminal degree in a relevant field)	\$25,125

Effective Fall 2023, regular part-time Faculty members shall be compensated at the following minimum annualized salary rates, except as provided in Appendix A:

<u>Rank</u>	<u>Annualized Salary</u>
Adjunct Professor (with terminal degree in a relevant field)	\$28,375
Adjunct Instructor (without terminal degree in a relevant field)	\$25,683

Effective Fall 2024, regular part-time Faculty members shall be compensated at the following minimum annualized salary rates, except as provided in Appendix A:

<u>Rank</u>	<u>Annualized Salary</u>
Adjunct Professor (with terminal degree in a relevant field)	\$29,575
Adjunct Instructor (without terminal degree in a relevant field)	\$26,150

5. The compensation rates set forth above are minimums and do not preclude the University from compensating Faculty members above these rates. Regular part time Faculty members may request a meeting with their Department Chair to occur once per calendar year of this Agreement in order to request a salary increase above the minimums provided in this Agreement. The Faculty member's request may be based on their experience, credentials or other relevant factors. The Department Chair or Program Director shall provide a written explanation in response to the request. The Department Chair or Program Director not be obligated to provide compensation above the minimum rates provided in this Agreement, and the Department Chair or Program Director's decision with respect to the requested increase shall not be subject to challenge under Article XXI (Grievance and Arbitration Procedure); provided, however, nothing herein restricts a Faculty member's ability to pursue their rights under Title VII of the Civil Rights Act of 1964 and/or any other applicable federal, state, or local non-discrimination law. The decision whether to provide compensation above the minimum rates shall remain within the University's sole discretion.
6. In addition to any amount set forth herein, regular part-time Faculty members shall be paid a \$500 lump sum bonus during the semester in which their tenth anniversary of teaching at the University falls, and an additional \$500 lump sum payment during the semester in which each subsequent ten-year anniversary of teaching at the University falls. Faculty members will first be eligible for the lump sum bonus beginning in the Fall 2022 semester.
7. Regular part-time Faculty members may request that a graduate teaching assistant be assigned to a course, if eligible based on School, Department, or Program enrollment standards.

C. Benefits

1. Regular part-time Faculty members shall have the opportunity to participate in the following University benefit plans according to the terms and conditions of such plan documents and summary plan descriptions as are in effect from time to time, which are hereby incorporated into this Agreement: health insurance; dental insurance; retirement, with four percent (4%) University retirement contribution eligibility and matching University contribution eligibility; supplemental retirement plan; short-term disability; life insurance based on compensation; supplemental life insurance; long term care

insurance; legal resources; flexible spending accounts; and tuition remission. In addition regular part-time Faculty members shall have the opportunity to participate in the SmartBenefits program on a pre-tax basis.

2. Faculty members who are compensated by the course shall have the opportunity to participate in the University's supplemental retirement plan according to the terms and conditions of such plan documents and summary plan descriptions as are in effect from time to time, which are hereby incorporated into this Agreement. In addition, Faculty members who are compensated by the course shall have the opportunity to participate in the SmartBenefits program on a pre-tax basis, and they shall be eligible to take a medical leave of absence as applicable under the Family Medical Leave Act.
3. In recognition of the fact that the plans referenced in paragraphs 1 and 2 cover many employees who are outside the scope of this bargaining unit, the Union specifically acknowledges and agrees that the University may modify these plans at its discretion, provided that any such modification is generally applicable to other University employees who are covered by these plans.
4. Part-time Faculty members shall have the same access to the University pool and gym as full-time faculty members.
5. Part-time Faculty members shall be eligible for discounted parking rates as set forth in the University's policy.

#### **ARTICLE XIX – PART-TIME FACULTY PROFESSIONAL DEVELOPMENT FUND**

- A. In order to foster part-time faculty professional development opportunities, the University shall provide a Part-Time Faculty Professional Development Fund (PTFPDF). The PTFPDF will be continued upon ratification of this Agreement and the total funding available for fiscal years 2022, 2023, and 2024 will be \$50,000 in each fiscal year. The maximum amount payable from the PTFPDF shall be equal to \$1,400 per Faculty member; provided that the total amount payable under this section shall not exceed \$50,000 within any fiscal year, and that of the \$50,000 in annual funding, no more than \$25,000 will be allocated for the first half of the fiscal year (July 1 through December 31) and \$25,000 plus any unused funds from the first period, will be allocated for the second half of the fiscal year (January 1 through June 30). Consistent with University policy, all PTFPDF funds allocated for one fiscal year must be spent within that fiscal year. Reimbursements provided under this section in any fiscal year shall be used for the reimbursement of reasonable costs associated with pre-approved professional development activities relevant to the Faculty member's discipline or teaching responsibilities. The availability of PTFPDF funds for any specific request will be based on the date(s) of the event or activity to be supported within the fiscal year. Approved applications will be funded on a first-come first-served basis.



- B. Faculty members are limited to a maximum of three (3) approved reimbursement from the PTFPDF per fiscal year, provided that the total reimbursement amount for the Faculty member does not exceed \$1,400. Eligibility shall be limited to Faculty members with good faith consideration for reappointment under Article V of the Agreement. If similar professional development support is available in the Faculty member's Program, Department or School, the Faculty member must also apply, in advance or concurrently, for support from these sources. Funds approved from such sources must be expended first; but if these funds are insufficient an application may be made for supplementary funds from the PTFPDF up to the full \$1,400. In all cases, funding support will take the form of reimbursement based on the submission of original receipts. Receipts must be submitted within thirty (30) days after the professional development activity or event occurs to be eligible for reimbursement.
- C. Requests for PTFPDF support shall be submitted on the form developed by the University to the head of the academic unit responsible for the Faculty member's teaching (e.g., Program Director, Department Chair, or their designee) for approval. Evaluation of applications will be based on normal academic, programmatic and/or disciplinary standards, but will not be unreasonably denied. Applications for PTFPDF support, approved or denied, will then be forwarded for approval/confirmation by the appropriate Dean (or designee). The Dean's Office will then forward all applications to Faculty Personnel Office for final consideration of Faculty eligibility and PTFPDF funding availability.
- D. The Union and the University shall collaborate in establishing reasonable processes governing the use of the PTFPDF and in ensuring that such processes are being adhered to.

## **ARTICLE XX – PAY DAY**

- A. A Faculty member shall be paid on a timely basis, in accordance with the University's normal business operations, for the teaching and other compensable duties he/she performed, provided the Faculty member has submitted to the University, in a timely fashion, all documentation or information necessary for the processing of said payment.
- B. Faculty members shall receive an itemized pay stub, in paper or electronic form at the University's discretion. The precise payday shall be the same day set for others in the University who are similarly situated.

## **ARTICLE XXI – GRIEVANCE AND ARBITRATION PROCEDURE**

- A. A grievance within the meaning of this Agreement shall be any dispute concerning the interpretation, application or claimed violation of a specific term or provision of this Agreement. A prompt and efficient method of settling grievances, as herein defined, is both desirable and necessary. This is the sole and exclusive procedure for the resolution of grievances under this Agreement. Moreover, notwithstanding the availability of the formal procedures of this Article, it is agreed an informal resolution of any dispute is desirable. The parties agree that such informal resolution shall occur, if possible, by direct discussion between the Union and the University's Director, Part-Time Faculty Personnel Administration.
- B. An aggrieved Faculty member or the Union shall present a grievance within twenty (20) working days of its occurrence or discovery, or such grievance shall be deemed waived. The grievance must be reduced to writing and must specify the nature of the grievance, the provision(s) of this Agreement at issue, and the relief requested. A grievance alleging a violation of Article XVI (Non-Discrimination) must include the following waiver language, which must be signed by the grievant: "If I am alleging illegal discrimination, I understand that I have a choice of pursuing my rights under Title VII of the Civil Rights Act of 1964 and/or any other applicable federal, state, or local non-discrimination law (e.g., the Americans with Disabilities Act, the Age Discrimination in Employment Act, the Family and Medical Leave Act, the Equal Pay Act, the District of Columbia Human Rights Act) either through the federal, state, and local regulatory and statutory procedures, or through this Grievance and Arbitration Procedure, but not both. I understand that by filing a grievance claiming discrimination, I voluntarily waive my rights to pursue the same matter through the EEOC or applicable State or District of Columbia agencies, or through a lawsuit." A Faculty member may be accompanied by a Union representative starting at Step 2 of the grievance procedure, except that a Faculty member may be accompanied by a Union representative at any investigatory interview that the Faculty member reasonably believes may result in disciplinary action, including at Step 1 of the grievance procedure.
- C. The following steps shall be followed in the processing of grievances:
- Step 1. The Faculty member shall file the grievance with his/her Department Chair or Program Director within twenty (20) working days of its occurrence or discovery. If the grievance is not resolved satisfactorily within ten (10) working days thereafter, the grievance may proceed to Step 2. Furthermore, while the Faculty member and the University are encouraged to resolve disputes at Step 1, the Union may initiate a grievance on the Faculty member's behalf at Step 2, provided it is so initiated within the twenty (20) working days specified in paragraph B above. In the event an individual Faculty member and the University settle a dispute without the written and

express agreement of the Union, that settlement will not create a precedent for either party in the interpretation or application of this Agreement.

Step 2. If the grievance is not resolved at Step 1, the Faculty member may request that the Union appeal the grievance to Step 2. The Union shall meet with the grievant and, if the Union deems the grievance to be meritorious, it may file the Step 2 grievance with the Dean of the appropriate School or his/her designee within ten (10) working days of receipt of the Step 1 response, or within ten (10) working days of the deadline for the Step 1 response, if none was received. If the grievance is filed within the time limits, the Dean or his/her designee shall conduct a meeting for the purpose of attempting to resolve the grievance. If the grievance is not resolved at this meeting, the Dean or his/her designee shall respond to the Union in writing within twenty (20) working days of the meeting. If the Dean or his/her designee fails to respond within twenty (20) working days of the meeting, the grievance may proceed to Step 3.

Step 3. A grievance not resolved at Step 2 may be appealed in writing by the Union to the University's Provost and Executive Vice President for Academic Affairs or his/her designee within ten (10) working days of the conclusion of Step 2. A meeting for the purpose of attempting to resolve the grievance shall be held at this Step. If the grievance is not resolved at this meeting, the Provost and Executive Vice President for Academic Affairs or his/her designee shall respond to the Union in writing within twenty (20) working days of the meeting. Any grievance filed by the Union on behalf of two or more Faculty members, or involving the discharge of a Faculty member or a grievance against a Dean, may be initiated at Step 3. Additionally, as to any other grievance, the parties may proceed initially at Step 3 if by mutual agreement, in writing.

- D. Arbitration. A grievance not resolved at Step 3 may be appealed to arbitration by the Union within thirty (30) working days of the Step 3 response. The Union shall request arbitration by giving notice to that effect to the Federal Mediation and Conciliation Service with a copy to the University. Unless the parties agree upon the selection of an arbitrator, such selection shall be in accordance with the procedures of the Federal Mediation and Conciliation Service. The arbitrator shall have jurisdiction only over grievances, as defined in this Article, and shall have no authority to add to, subtract from, modify or amend in any way the provisions of this Agreement. The arbitrator shall have no jurisdiction or authority to issue any award changing, modifying or restricting any action taken by the University on matters committed to the University's discretion under Article IV (Management and Academic Rights) which are not further abridged by other terms of this Agreement. The decision of the arbitrator shall be final and binding upon the Faculty member, the Union and the University. The fees and expenses of the arbitrator, and the cost of any hearing transcript, shall be borne equally by the Union and the University.

- E. If a Faculty member must miss a class because he/she is required to attend an arbitration, there will be no loss of compensation from the University for that Faculty member. The Faculty member shall be responsible for scheduling a make-up class or arranging, sufficiently in advance of the scheduled class, for a suitable replacement to teach the class who is acceptable to the Department Chair or immediate supervisor. Such replacement approval shall not be unreasonably denied.
  
- F. All time limits herein may be extended by mutual agreement expressed in writing. Unless the parties have agreed in writing to a specific extension of time, any grievance or demand for arbitration which is not filed at each step within the time limits contained herein shall be deemed waived and there shall be no further processing of the grievance or any arbitration thereon. If the aggrieved Faculty member or other participant for the Union is expected by the Union to attend and fails to attend a scheduled grievance meeting without reasonable advance notice to the University, then the University may elect to proceed with the grievance meeting without the Faculty member or other individual's participation, or to reschedule the grievance meeting. If a participant for the University is expected by the University to attend and fails to attend a scheduled grievance meeting without reasonable advance notice to the Union, then the Union may elect to proceed with the grievance meeting without the individual's participation, or to reschedule the grievance meeting. Exceptions shall be made for an individual's absence due to an emergency situation. If the aggrieved Faculty member is expected by the Union to attend and fails to attend two scheduled grievance meetings on the same grievance, without reasonable advance notice to the University and the Union, the grievance shall be deemed waived and there shall be no further processing of the grievance or any arbitration thereon.

## **ARTICLE XXII – NO STRIKE/NO LOCKOUT**

- A. The Union agrees that it will not call, instigate, engage or participate in, encourage, approve, or endorse, nor will it permit any Faculty member to call, instigate, engage or participate in, any strike; sympathy strike; sit-down; slow-down; demonstration that interferes with or disrupts the normal operations of the University as a result of the Union or Faculty member's actions; withholding of or delaying any grades, academic evaluations, or other required documents as a form of concerted activity (as defined under the National Labor Relations Act); or any other interference with or stoppage of work by Faculty members. Any Faculty member engaging in any conduct prohibited by this Article is subject to immediate disciplinary action, including discharge.
  
- B. In the event that any Faculty member violates the provisions of paragraph A, the Union shall immediately use every means at its disposal to persuade Faculty members who participate or engage in any such action to cease such action and

return to full, normal, and timely work, including the distribution to the Faculty members and the University, within twenty-four (24) hours of notice of a violation of this Article by the University to any Union officer or to the Union offices, of a written notice, signed by an officer of the Union, that the work stoppage or other violation is not authorized by the Union and is to be terminated immediately.

- C. The University agrees that it shall not lock out any of the employees covered by this Agreement.

**ARTICLE XXIII – CONFORMITY TO LAW - SAVINGS CLAUSE**

It is hereby declared to be the intention of the parties to this Agreement that the sections, paragraphs, sentences, clauses and phrases of this Agreement are subject to applicable law, and are separable. If any part of this Agreement is found to be invalid because of a conflict with applicable law or to give rise to a reporting obligation to the U.S. Department of Labor, such invalidity or reporting obligation shall not affect the remaining parts of this Agreement, and the parties shall meet to negotiate a substitute provision.

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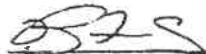
**ARTICLE XXIV – TERM OF AGREEMENT AND TERMINATION  
AND RENEWAL OF AGREEMENT**

This Agreement shall be in full force and effect from November 4, 2022 through and including December 31, 2024, and thereafter shall continue in effect unless notice of a desire to modify or terminate the Agreement is given by either party to the other, in writing and by certified mail, return receipt requested, at least sixty (60) days prior to the expiration of the Agreement; provided, however, that when neither party gives such sixty (60) day notice of modification or termination prior to the expiration of the Agreement, the Agreement shall continue in effect until terminated or modified following notice by either party to the other, in writing and by certified mail, return receipt requested, of a desire to terminate or modify the Agreement, at least ninety (90) days thereafter. The parties share a mutual desire to complete negotiations for a successor Agreement by no later than June 30, 2025, so that compensation increases can be implemented in a timely manner for the Fall 2025 semester. Accordingly, either party shall have the right to serve the notice described above on or after July 10, 2024 in order to begin negotiations for a successor Agreement.

**THE GEORGE WASHINGTON  
UNIVERSITY**

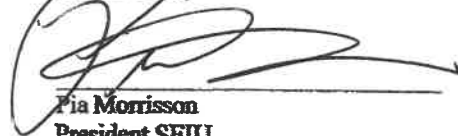


Christopher A. Bracey  
Provost and Executive Vice President  
for Academic Affairs



Bruno Fernandes  
Vice President, Chief Financial Officer  
and Treasurer

**SERVICE EMPLOYEES  
INTERNATIONAL UNION,  
LOCAL 500, CTW**



Pia Morrisson  
President SEIU  
Local 500



Anne McLeer  
Director of Higher Education  
SEIU Local 500

## APPENDIX A – NON-STANDARD COURSE RATES

The following non-standard course rates shall be effective as of Spring 2023:

<u>Category</u>	<u>Rate</u>
Co-teachers	Divide standard course rate (or higher rate) according to percentage of effort, as agreed to or proposed by the affected Faculty members and approved by the University. The decision to determine whether a class will be co-taught is the University’s management or academic right that is not subject to Article XXI (Grievance and Arbitration Procedure). Faculty members covered by this Agreement shall receive no less than the pro rata share of the standard course rate where a faculty member not covered by this Agreement is the co-teacher.
Teachers provided through contract with third party entity to provide an array of services (e.g., Smithsonian)	Course compensation rate, if any, is determined by third party entity; may not necessarily be standard course rate.
“Suppliers” (course payment is made to third party entity)	Standard course rate (or higher rate) is paid to the third party entity.
Those teaching activity or skills courses (e.g., exercise science) (1 credit courses)	<p>Effective Spring 2023, \$1,133 per course minimum or a \$42 per course increase for those Faculty members above the minimum rate during the 2021-2022 academic year.</p> <p>Effective Fall 2023, \$1,150 per course minimum or a \$43 per course increase for those Faculty members above the minimum rate during the 2022-2023 academic year.</p> <p>Effective Fall 2024, \$1,167 per course minimum or a \$44 per course increase for those Faculty members above the minimum rate during the 2023-2024 academic year.</p>
Applied Music Faculty	<p>Effective Spring 2023, \$74 per clock hour minimum rate for Faculty members without a terminal degree in the applicable field, or \$77 per clock hour for Faculty members with a terminal degree in the applicable field.</p> <p>Effective Fall 2023, \$75 per clock hour minimum rate for Faculty members without a terminal degree in the applicable field, or \$78 per clock hour for</p>

	<p>Faculty members with a terminal degree in the applicable field.</p> <p>Effective Fall 2024, \$76 per clock hour minimum rate for Faculty members without a terminal degree in the applicable field, or \$79 per clock hour for Faculty members with a terminal degree in the applicable field.</p> <p>Regular part-time Faculty members shall be paid the greater of (a) the applicable clock hour rate above or (b) the annualized salary set forth in Article XVIII (Compensation and Benefits), Section B; provided they have a workload of at least fifteen (15) clock hours per week (including administrative assignments).</p>
Independent Study (variable credit)	Determined by individual agreement between the University and the Faculty member. <sup>†</sup>
Dissertation or Thesis Advising, Directed Reading, Special Advising (variable credit)	Determined by individual agreement between the University and the Faculty member.
GSEHD Internship Supervisors (visit student teachers in the field; 3 or 6 credit course)	<p>Effective Spring 2023, \$742 per student minimum or an increase of \$54 per student for those above the minimum rate during the 2021-2022 academic year.</p> <p>Effective Fall 2023, \$775 per student minimum or an increase of \$55 per student for those above the minimum rate during the 2022-2023 academic year.</p> <p>Effective Fall 2024, \$800 per student minimum or an increase of \$56 per student for those above the minimum rate during the 2023-2024 academic year.</p>

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<sup>†</sup> Upon request, the University will inform a Faculty member of the rate(s) paid, if any, for this category of work within the same Department or Program within the preceding twenty-four (24) months. A Faculty member cannot be required to perform this work without compensation.