

**ARTICLE 32**  
**RELEASE TIME FOR BARGAINING**

- A.** UPTe shall designate as a bargaining team member not more than one (1) active status University HX-Unit employee per medical center, (for a total of five (5)) and one from a campus student health center, for a total of six (6) bargaining team members from the HX Unit. UPTe shall provide in writing the names of the designated permanent members of its bargaining team to the Office of Labor Relations at least thirty (30) calendar days prior to the first scheduled bargaining session. In the event any designated member is to be permanently replaced, the name of the permanent replacement shall be communicated in writing to the Office of Labor Relations. The Office of Labor Relations shall acknowledge in writing the newly designated permanent replacement, and inform the appropriate work location. Such notification of a permanent replacement shall be made to the Office of Labor Relations two (2) workweeks prior to the first scheduled bargaining session to be attended by the replacement employee. Designated team members who are members of the bargaining unit may be released from their work assignments without loss of straight-time pay to attend scheduled bargaining sessions. Alternates or substitutes for any of the designated team members may be permitted when UPTe has provided the University with the name and work location of the replacement at least two (2) weeks in advance of the date of the change, unless the parties agree to a shorter notice period.
- B.** No more than a total of six HX-Unit employees shall be in without-loss-of-straight-time pay and benefits status for attendance at scheduled bargaining sessions for the unit, including reasonable travel time to attend bargaining sessions. Without-loss-of-straight-time-pay status shall be provided only for bargaining sessions, and only for the days which the member would have been scheduled to work had the member not been released from his/her work assignments to attend scheduled bargaining sessions. The hours for which any of the designated union bargaining team members are in without-loss-of-straight-time-pay status shall not exceed the bargaining team member's actual scheduled work hours for any one day of a scheduled bargaining session and shall not exceed forty (40) hours per week. Time in without-loss-of-straight-time status for the purpose of bargaining shall not count in the calculation of overtime, and will not result in any double payment for the hours in such status. Deviation from this paragraph may be made only by mutual agreement of the parties on a case-by-case basis.
- C.** Bargaining sessions are defined as the pre-scheduled face-to-face meetings, and related caucuses during meeting days, for the purpose of negotiating terms and conditions of an Agreement. If no meeting actually takes place during the scheduled meeting day as the result of the University's unavailability to appear at the bargaining table, or the University agrees that a full-day union bargaining team caucus is necessary to the bargaining process, the University may designate a day without a face-to-face meeting as a "bargaining session".
- D. PRE-BARGAINING RELEASE TIME FOR PREPARATION – SUCCESSOR NEGOTIATIONS**

UPTE may request up to three (3) days of paid release time and two (2) days of unpaid release time for up to six (6) HX-unit employees (no more than one (1) per campus/medical center or campus student health center) for purposes of preparation for successor bargaining.

The three (3) days of paid release time referenced above are contingent upon the University receiving a complete set of proposals on the first day of bargaining, as distinguished from the initial set of proposals accompanying UPTE's notice to the University of its intent to negotiate a successor agreement. If the Union fails to present a complete set of individual proposals on the first day of bargaining for each proposed open article, the three (3) days of paid release time will convert to unpaid release time.

- E.** An employee designated as an HX-Unit bargaining team member shall provide his/her supervisor with written notice of their intent to attend scheduled bargaining sessions as soon as practicable following the scheduling of bargaining sessions. A bargaining team representative may be denied release time for bargaining, either in paid or unpaid status, if his/her supervisor is not provided at least fourteen (14) calendar days prior notice of his/her need for release time, unless the parties agree to a shorter notice period.
- F.** UPTE shall provide an attendance roster at the end of each bargaining session.
- G.** Reasonable travel time means actual travel, via the most expeditious method of transportation available, to and from scheduled bargaining sessions for the designated employees.
- H.** Attendance by a bargaining team member at scheduled bargaining sessions shall constitute fulfillment of the employee's work obligation for that day.
- I.** The University shall make a good faith effort to modify a bargaining team member's work schedule in order to accommodate his/her participation in bargaining sessions. This good faith effort includes making an effort to prevent a bargaining team member, who regularly works other than a Monday – Friday schedule, from being scheduled to work and bargain more than his/her standard number of days per week.