Article X: Mandatory and Paid Training

Section 1 – GTA and GRA Training
Once an academic term the Union will host training seminars for Teaching Assistants and Research Assistants. These trainings will be taught by Graduate Employees and open to all Teaching Assistants and Research Assistants.

Attendance at any of these trainings will be applied as work hours toward FTE for participating Graduate Employees. Additionally, the hours taken by Graduate Employees to conduct these trainings will be applied as work hours toward their FTE.

Section 2 – Teaching and Research Portfolios
Employing units will assist in the creation of teaching and/or research portfolios with the participation of the requesting Graduate Employee.

Section 3 – Mandatory Employer Training
(a) The University and the Union align in their shared commitment to address harassment and discrimination against Graduate Employees. Both parties recognize the value of anti-oppression trainings, seminars, and workshops.

(b) Every college and department dean, head, or equivalent title, as well as department Graduate Employee coordinators or equivalent title, will be required to undergo training provided by the Union covering the Collective Bargaining Agreement. Labor Relations employees will attend these trainings as observers. Each Labor Relations employee will attend at least one of these trainings. This mandatory training will be undertaken no longer than six (6) months after any individual takes on the title of dean, head, Graduate Employee coordinator, or their equivalents. Any individuals who already hold such titles will be required to complete these trainings within three (3) months of September 16, 2020.

(c) Every college and department dean, head, or equivalent title; department Graduate Employee coordinators or equivalent title; and Labor Relations employees will be required to participate in at least one anti-harassment and one anti-discrimination best-practices training provided by the University and facilitated by an independent organization agreed upon by both parties. All trainings must emphasize prevention and Transformative Justice approaches to harassment and discrimination; these trainings will not be a venue to discuss issues of legal culpability. These mandatory trainings will be undertaken no longer than six (6) months after any individual takes on the title of dean, head, Graduate Employee coordinator, or their equivalents. Any individuals who already hold these titles will be required to complete these trainings within three (3) months of September 16, 2020.

https://leavingevidence.wordpress.com/2019/01/09/transformative-justice-a-brief-description/