

1 **Article X: Mandatory and Paid Training**

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3 **Section 1 – GTA and GRA Training**

4 Once an academic term the Union will host training seminars for Teaching Assistants and
5 Research Assistants. These trainings will be taught by Graduate Employees and open to all
6 Teaching Assistants and Research Assistants.

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

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12 **Section 2 – Teaching and Research Portfolios**

13 Employing units will assist in the creation of teaching and/or research portfolios with the
14 participation of the requesting Graduate Employee.

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16 **Section 3 – Mandatory Employer Training**

17 (a) The University and the Union align in their shared commitment to address harassment
18 and discrimination against Graduate Employees. Both parties recognize the value of anti-
19 oppression trainings, seminars, and workshops.

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

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