

1 **ARTICLE 2 – RECOGNITION**

2 **Section 1**

3 The University recognizes the Union as the exclusive representative of the bargaining unit for the
4 purposes of collective bargaining.

5 **Section 2**

6 As certified by the Employment Relations Board, the bargaining unit includes all graduate students with
7 Graduate Teaching Assistant (GTA) or Graduate Research Assistant (GRA) appointments, including a
8 combination of GRA and GTA appointments, employed by Oregon State University in a given academic
9 year with a minimum ~~0.3~~ 0.20.3 FTE appointment(s), ~~until September 2017, when the minimum FTE will~~
10 ~~become 0.3,~~ excluding (a) supervisory employees; (b) confidential employees; and (c) managerial
11 employees. The University shall not create combined appointments of less than 0.20.3 FTE, ~~and less~~
12 ~~than 0.3 FTE after September 2017.~~ Employees included in the bargaining unit, as defined here, are
13 hereinafter referred to as Graduate Employees in this agreement.

14 **Section 3**

15 Disagreements regarding an employee's inclusion or exclusion from the bargaining unit will be resolved
16 through Article 18, Grievances.

17 **Section 4**

18 Consistent with the provisions of Article 9, Section 2, the University will give written or email notification
19 to employees in positions included in the bargaining unit that the position is represented by the Union
20 and that the conditions of their employment are covered by a collective bargaining agreement between
21 the Union and the University. The University will provide a template copy of the Appointment Letter to
22 the Union to ensure that requirements are being met per Article 9 no less than thirty (30) days before
23 the start of a term.

24 **Section 5**

25 ~~If the~~ The University creates a may not create any new University-wide classifications for graduate
26 student employees Graduate Employees, ~~other than Graduate Teaching Assistants and Graduate~~
27 ~~Research Assistants,~~ the University will notify the Union at least thirty (30) days before the new
28 classification for graduate student employees takes effect.