The University offers the following proposal to amend the collective bargaining agreement between the University of Massachusetts Amherst (University or Administration) and the UAW, Local 2223, Graduate Student Organization (the Union or GEO).

1. Amend Article 23, as follows:
2. Application. The provisions of this article shall apply to appointment and reappointment of TAs, TOs, RAs, PAs, ARDs, Fellows, Trainees, and Interns and to those currently enrolled graduate students who have been TAs, TOs, RAs, PA, ARDs, Interns, Trainees, and Fellows with a lapse in such funding of twelve months or less. They shall not apply to graduate students who have never been TAs, TOs, RAs, PAs, ARDs, Interns, Trainees and Fellows or to those with a lapse in such funding of longer than twelve months. ~~No graduate student shall be denied appointment or reappointment for a position covered by this agreement on the basis of their degree program (e.g. masters versus doctoral). No Department or College shall create policies which abridge or otherwise limit the rights of particular graduate students to seek and/or obtain employment covered by this Agreement. Nothing in this paragraph shall infringe upon or diminish the rights outlined in Article 25, “Second Job.”~~
3. Grievability. ~~The content of the procedures and criteria developed by each department under the terms of Article 23 shall not be subject to Article 31, Grievance Procedure.~~ The provisions of this Article shall be subject to the Expedited Procedure contained in Article 31. No grievance concerning the provisions of this article shall result in the substitution of any person's or person’s judgment for that of the department chair.
4. Development of Departmental Appointment and Reappointment Procedures.

Each department shall have a written appointment and reappointment procedure for each job classification (TAs and TOs, PAs, RAs, Fellows and Trainees, and ARDs and Interns) for:

1. requests by graduate students for funding;
2. deciding who will receive funding;
3. notifying people that they will receive funding;
4. posting of job possibilities available to graduate students both from inside and outside the department;
5. assignment of TAs and TOs to courses;
6. notice of assignment.

By October 1 and March 1 of each year, the link to departmental appointment and reappointment procedures shall be sent to all graduate student employees following the initial posting pursuant to MOU 22. Copies of all departmental appointment and reappointment procedures, including criteria consistent with sections 4A, 5A, 6A, 7A, and 8A shall be posted on the University's website or other document repository by the end of the semester prior to the effective date of said procedures except as stated in MOU 22. The Graduate school will send departments a memo each semester concerning their obligation to post their appointment reappointment procedures in accordance with this provision.

In developing or revising any Appointment and Reappointment Procedure as described above, the department head shall establish a mechanism for soliciting graduate student advice, such as a committee which includes some graduate students or distribution of a draft for written comments from graduate students.

1. Requirements for TAs and TOs.
2. Appointment and Reappointment Criteria:

Each department that appoints TAs and TOs shall base appointments and reappointments on written criteria for selection. These criteria should address such issues as:

* 1. who is eligible for appointment and reappointment and how applicants are ranked (e.g., Master's vs. Doctoral students, initial year vs. continuing students);
	2. what weight is given to previous experience in teaching (in the department or in other departments or institutions);
	3. for continuing appointments, what evaluative factors are used (e.g. if previous TA or TO performance is deemed relevant, how is it to be evaluated; are academic records considered).

The above are meant to be exemplary rather than mandatory. The intent is that candidates shall be given clear information concerning the framework in which their applications are being considered.

No later than January 1, 2003, all departmental appointment and reappointment criteria shall include criteria for appointment and reappointment in the Division of Continuing Education.

Funding decisions shall be made by the department chair and shall not be made for arbitrary or capricious reasons. In making such decisions, the department chair may but is not required to establish a mechanism for soliciting graduate student input.

1. Assignments

After deciding who will receive funding and prior to making any formal assignments to currently enrolled graduate students, the department chair will advise all funded graduate students (as-per Article 23) in the department of which courses are expected to be staffed with graduate student employees. The department chair will provide an opportunity for the graduate students to express their preference(s) for assignments. After receiving these indications of preference from students the department chair will make assignments which take into account:

* 1. academic performance;
	2. graduate students' preferences;
	3. the needs of the department;

iv. the previous experience and qualifications of the graduate students; and

v. faculty and student schedules.

Posting for Assignments Available Only to Graduate Students in the Employing Department:

1. Prior to Course Assignments for the Following Semester:

The department chair shall notify all graduate students in the department of the courses which are expected to be staffed with graduate student employees the following semester by email or by posting the courses in a space easily accessible to graduate students, and putting notices in students' departmental mailboxes.

1. After Course Assignments for the Semester:

The department chair shall notify all graduate students in the department of any course(s) that become available for staffing by graduate student employees after TAs and TOs have been assigned for the semester by email or by posting the course(s) in a space easily accessible to graduate students, if timing allows.

Posting for Jobs Available to Graduate Students Outside the Employing Department

1. Prior to the Semester Beginning:

Prior to the start of each semester, notice of any assignments for which the department chair has determined graduate students not enrolled in that department may be eligible will be posted in a central location, unless the assignment is to be filled through reappointment. Such postings will include an explanation of any acronyms used and will include a telephone number for the listing department. The cover sheet for such postings will include a listing of all bargaining units whose positions are included. Such listings shall be posted in a space easily accessible to graduate students in each department. A copy shall also be sent to the on-campus GEO office, the Student Employment Office, and the Assistantship Office at the Graduate School and shall be available on the University's website.

1. After the Semester Begins:

After the semester has begun, notice of any assignments for which the department chair determines graduate students not enrolled in that department may be eligible will be posted in a central location, if timing allows and unless the assignment is to be filled through reappointment. Such postings will include an explanation of any acronyms used and will include a telephone number for the listing department. The cover sheet for such postings will include a listing of all bargaining units whose positions are included. If timing allows, such listings shall be posted in a space easily accessible to graduate students in each department, and a copy shall be sent to the on-campus GEO office, the Student Employment Office, and the Assistantship Office at the Graduate School and shall be available on the University's website.

1. Notice for Graduate Student Employees not in Continuing and Professional Education
2. If by April 15 or December 1 of each year the department chair cannot

definitively notify graduate students of whether or not they will be funded the

following semester, the department chair will advise, in writing, each currently

enrolled graduate student who has applied for funding of the department's

expectations about that student's appointment or reappointment for the

following semester.

1. Such notification will indicate the department chair's best judgment about

whether the graduate student is likely to be funded, may be funded, or is not

likely to be funded. An updated indication of the department chair's

expectations about which of these three categories a graduate student is in will

be sent to each graduate student fourteen days prior to the first day of classes.

These notices shall be issued in good faith.

1. ~~The accuracy of any notification issued under the terms of Article 23 shall not~~

~~be subject to Article 31, Grievance Procedure.~~

1. Requirements for PAs.
2. Criteria:

Each department and employing unit that appoints PAs shall base appointments and reappointments on written criteria for selection. These criteria should address issues such as:

* 1. who is eligible for appointment, how decisions are made about the percentage of appointment a PA will receive, and how applicants are ranked (e.g. Master's vs. Doctoral students, initial year vs. continuing students);
	2. what weight is given to previous experience;
	3. what weight is given to grant requirements;
	4. for continuing appointments, what evaluative factors are used (e.g., if previous PA performance is deemed relevant, how is it to be evaluated; are academic records being used, etc.).

The above are meant to be exemplary rather than mandatory. The intent is that candidates shall be given clear information concerning the framework in which their applications are being considered.

Funding decisions shall not be made for arbitrary or capricious reasons. In making such decisions, the department chair may but is not required to establish a mechanism for soliciting graduate student employee input.

1. Assignments

i. A list of grants with unfilled PA positions shall be generated centrally and posted in departments four times a year. This list shall include: name of grant, name of the PI, granting agency, amount of the grant, and the starting and ending dates for the current grant. ~~Department heads shall add any grants funded by other sources when they receive the printout from the Office of Grant and Contract Administration~~. ~~At the beginning of each semester (b~~By the first week of the second month of the semester~~),~~ the department shall add to the above list any grants funded by other sources ~~the number of PAs written into the grant~~, and which PAs are working on those grants. These lists shall be posted in a central location, accessible to graduate student employees in the department.

1. Department heads shall ensure that funded research-in-progress is presented to the graduate students in their departments in an oral presentation once each year, or the department head shall generate a funded research-in-progress list that is posted in departments. Principal investigators shall be urged to inform department heads of their research when funding is likely. Such research will be added to research-in-progress lists. A principal investigator's failure to report such research shall not be subject to Article 31, Grievance Procedure. Consistent with intellectual property protections and any requirements or restriction of the funding agency, ~~C~~copies of grant proposals for all funded research shall be available for review by graduate students, using procedures developed by the Administration.

Department heads shall ensure that there is a mechanism by which any students who are interested in a research project will have the opportunity to receive further information on appointment possibilities, if such information is available.

1. PAs that are open and for which faculty are looking for individuals shall be posted in the following way:
2. Posting for Assignments Available Only to Graduate Students in the Employing Department:

The department shall notify all graduate students in the department of the PAs that will be available by email or by posting them in a space easily accessible to graduate students, and putting notices in students' departmental mailboxes, if timing allows.

1. Posting for Jobs Available to Graduate Students Outside the Employing Department:

Notice of any assignments which the department or employing unit determines are available to graduate students not enrolled in that department will be posted in a central location, unless the assignment is to be filled by reappointment and if timing allows. Such postings will include an explanation of any acronyms used and will include a telephone number for the listing department. The cover sheet for such postings will include a listing of all bargaining units whose positions are included.

Such listings shall be posted in a space easily accessible to graduate students in each department, and a copy shall also be sent to the on-campus GEO office, the Student Employment Office, and the Assistantship Office at the Graduate School and shall be available on the University's website, if timing allows.

1. Notice
2. The department or employing unit will make every reasonable effort to provide maximum possible notice of funding decisions to PAs.
3. If six months prior to a grant expiring the department or employing unit cannot notify graduate students of whether or not they will be funded when the current grant expires, the head of the department or employing unit shall advise, in writing, all affected graduate student employees of the department's expectations about that student's appointment or reappointment under the renewed grant. A statement as to the number of PAs that will be funded under the upcoming grant will also be included in the notice.
4. At least sixty days prior to expiration of a grant, the department or employing unit will advise, in writing, the PAs who are funded by that grant of the department's expectations about that student's appointment or reappointment under the renewed grant.
5. Fourteen days prior to the grant expiration, all current PAs funded on the grant as well as all currently enrolled graduate students who are to be funded by the grant, shall be given an updated notice of the department head's expectation of appointment or reappointment. These notices shall be issued in good faith.
6. ~~The accuracy of any notification issued under the terms of Article 23 shall not be subject to Article 31, Grievance Procedure.~~
7. PAs not funded by grants or contracts shall be given the same notice as TAs and TOs.
8. Requirements for RAs.

A Criteria

The criteria shall be at the discretion of the Department Head.

B. Assignments

1. A list of grants with unfilled RA positions shall be generated centrally and posted in departments four times a year. This list shall include: name of grant, name of the Pl, granting agency, amount of the grant, and the starting and ending dates for the current grant. Department heads shall add any grants funded by other sources ~~when they receive the printout from the Office of Grant and Contract Administration~~.

At the beginning of each semester (by the first week of the second month of the semester) the department shall add to the above list the number of RAs written into the grant, and which RAs are working on those grants. These lists shall be posted in a central location, accessible to graduate student employees in the department.

1. Department heads shall ensure that funded research-in-progress is presented to the graduate students in their departments in an oral presentation once each year, or the department head shall generate a funded research-in-progress list that is posted in departments. Principal investigators shall be urged to inform department heads of their research when funding is likely. Such research will be added to research-in-progress lists. ~~A principal investigator's failure to report such research shall not be subject to Article 31, Grievance Procedure.~~ Consistent with intellectual property protections and any requirements or restriction of the funding agency, ~~C~~copies of grant proposals for all funded research shall be available for review by graduate students, using procedures developed by the Administration.

Department heads shall ensure that there is a mechanism by which any students

who are interested in a research project will have the opportunity to receive

further information on appointment possibilities, if such information is available.

1. RAs that are open and for which faculty are looking for individuals shall be posted in the following way:
2. Posting for Assignments Available Only to Graduate Students in the Employing Department

The department shall notify all graduate students in the department of the RAs that will be available by email or by posting them in a space easily accessible to graduate students, and putting notices in students' departmental mailboxes, if timing allows.

1. Posting for Jobs Available to Graduate Students Outside the Employing Department

Notice of any assignments which the department or employing unit determines are available to graduate students not enrolled in that department will be posted in a central location, unless the assignment is to be filled by reappointment and if timing allows. Such postings will include an explanation of any acronyms used and will include a telephone number for the listing department. The cover sheet for such postings will include a listing of all bargaining units whose positions are included.

Such listings shall be posted in a space easily accessible to graduate students in each department, and a copy shall also be sent to the on-campus GEO office, the Student Employment Office, and the Assistantship Office of the Graduate School and shall be available on the University's website, if timing allows.

C. Notice

1. The department or employing unit will make every reasonable effort to provide maximum possible notice of funding decisions to RAs.
2. If six months prior to a grant expiring the department or employing unit cannot notify graduate students of whether or not they will be funded when the current grant expires, the head of the department or employing unit shall advise, in writing, all affected graduate student employees of the department's expectations about that student's appointment or reappointment under the renewed grant. A statement as to the number of RAs that will be funded under the upcoming grant will also be included in the notice.
3. At least sixty days prior to expiration of a grant, the department or employing unit will advise, in writing, the RAs who are funded by that grant of the department's expectations about that student's appointment or reappointment under the renewed grant.
4. Fourteen days prior to the grant expiration, all current RAs funded on the grant as well as all currently enrolled graduate students who are to be funded by the grant, shall be given an updated notice of the department head's expectation of appointment or reappointment. These notices shall be issued in good faith.
5. ~~The accuracy of any notification issued under the terms of Article 23 shall not be subject to Article 31, Grievance Procedure~~.
6. RAs not funded by grants or contracts shall be given the same notices as TAs and TOs.

7. Requirements for Fellows and Trainees.

A. Criteria

The criteria shall be at the discretion of the Department Head.

1. Assignments
2. Posting for Assignments Available Only to Graduate Students in the Employing Department

The department shall notify all graduate students in the department of the appointments that will be available by email or by posting them in a space easily accessible to graduate students, and putting notices in students' departmental mailboxes, if timing allows.

1. Posting for Assignments Available to Graduate Students Outside the Employing Department

Notice of any assignments which the department or employing unit determines are available to graduate students not enrolled in that department, or in departments where there are no graduate students or in non-academic departments, will be posted in a central location, unless the assignment is to be filled by reappointment and if timing allows. Such postings will include an explanation of any acronyms used and will include a telephone number for the listing department. The cover sheet for such postings will include a listing of all bargaining units whose positions are included.

Such listings shall be posted in a space easily accessible to graduate students in each department, and a copy shall also be sent to the on-campus GEO office, the Student Employment Office, and the Assistantship Office at the Graduate School and shall be available on the University's website, if timing allows.

C. Notice

1. If by April 15 or December 1 of each year, the department head cannot definitely notify graduate students of whether or not they will be funded the following semester, the department head will advise, in writing, each currently enrolled graduate student who has applied for funding of the department chair's expectations about that student's appointment or reappointment for the following semester.
2. Such notification will indicate the department chair's best judgment about whether the graduate student is likely to be funded, may be funded, or is not likely to be funded. An updated indication of the department chair's expectations about which of these three categories a graduate student is in will be sent to the graduate student fourteen days prior to the first day of classes. These notices shall be issued in good faith.
3. ~~The accuracy of any notification issued under the terms of Article 23 shall not be subject to Article 31, Grievance Procedure.~~

8. Requirements for Interns and ARDs

A. Criteria

Each department and employing unit that appoints interns or ARDs shall base appointments and reappointments on written criteria for selection. These criteria should address issues such as:

1. who is eligible for appointment, what qualifications and expertise are required for the job;
2. what weight is given to previous experience.
3. for continuing appointments, what evaluative factors are used (e.g. if previous Intern performance is deemed relevant, how is it to be evaluated; are academic records being used, and for ARDs whether there are any term limits, etc.)

The above are meant to be exemplary rather than mandatory. The intent is that candidates shall be given clear information concerning the framework in which their applications are being considered.

Funding decisions shall not be made for arbitrary or capricious reasons. In making such decisions, the department chair may, but is not required to, establish a mechanism for soliciting graduate student employee input.

B. Assignments

1. Posting for Assignments Available Only to Graduate Students in the Employing Department

The department shall notify all graduate students in the department of the appointments that will be available by email or by posting them in a space easily accessible to graduate students, and putting notices in students' departmental mailboxes, if timing allows.

1. Posting for Assignments Available to Graduate Students Outside the Employing Department

Notice of any assignments which the department or employing unit determines are available to graduate students not enrolled in that department, or in departments where there are no graduate students or in non-academic departments, will be posted in a central location, unless the assignment is to be filled by reappointment and if timing allows. Such postings will include an explanation of any acronyms used and will include a telephone number for the listing department. The cover sheet for such postings will include a listing of all bargaining units whose positions are included.

Such listings shall be posted in a space easily accessible to graduate students in each department, and a copy shall also be sent to the on-campus GEO office, the Student Employment Office, and the Assistantship Office at the Graduate School and shall be available on the University's website, if timing allows.

1. Notice
2. If by April 15 or December 1 of each year, the department head cannot definitely notify graduate students of whether or not they will be funded the following semester, the department head will advise, in writing, each currently enrolled graduate student who has applied for funding of the department chair's expectations about that student's appointment or reappointment for the following semester.
3. Such notification will indicate the department chair's best judgment about whether the graduate student is likely to be funded, may be funded, or is not likely to be funded. An updated indication of the department chair's expectations about which of these three categories a graduate student is in will be sent to the graduate student fourteen days prior to the first day of classes. These notices shall be issued in good faith.
4. ~~The accuracy of any notification issued under the terms of Article 23 shall not be subject to Article 31, Grievance Procedure.~~