

University counter proposal 2-6-25

ARTICLE XX JOB POSTINGS

Working off University proposal of 12-2-24.

--- New University language or change is in blue.

---Language that is not highlighted in color is language from the University's 12-2-24 proposal.

---Rejected Union language in yellow

Section A. To ensure transparency, accessibility, and equal opportunity in the hiring process for the positions covered by this Agreement, the ~~Employer~~ University encourages, ~~but does not require,~~ **requires** departments and units to ~~shall~~ list openings for ~~any and all~~ positions covered by this Agreement on the University's ~~Employer's~~ central recruitment and employment website or job portal (~~hereinafter "Official Postings"~~), on the website(s) of the relevant department or hiring unit, and/or in field specific venues online and in print.

1. ~~The requirement may be waived in exceptional cases where posting is not feasible.~~ The parties recognize that there are exceptions where posting is not feasible, including but not limited to emergency hires; situations where a graduate student has been offered a post-doc position **or other unit** position upon graduation; situations where a newly hired principal investigator is bringing team members from another institution;; **spousal hires in conjunction with a new faculty member's hiring;** **situations where the role is for a temporary academic position for a duration of less than a year** and **extraordinary** situations where time is of the essence and a position must be filled quickly.

2. ~~The Employer shall notify the Union of any position that is not posted pursuant to the exceptions outlined in Section A1 of this Article in writing within five (5) business days after it is filled.~~

Section B. **Official** Postings shall be listed on the ~~Employer's~~ University's website or job portal **or other sites referenced in Section A** for a minimum of fifteen (15) business days prior to the application deadline to allow interested and qualified individuals sufficient time to prepare and submit their applications.

1. ~~Application materials shall be due no less than fifteen (15) business days after the position is posted.~~
2. ~~In certain extreme situations such as an unexpected medical leave, for example, that require a position to be filled quickly, this requirement may be waived with the Union's approval.~~

Section C. Official Postings for all academic positions and positions housed in an academic unit shall be made available to current employees at least ten (10) business days before they are posted on any public or external website or job portal.

Hiring units shall be encouraged, but not required, to give current employees who have applied for a posted position and reasonably meet the position's minimum qualifications an interview if an interview is a normal part of the recruitment process.

1. Former employees whose employment was terminated by the Employer due to term limits shall be given opt-in access to the in-unit Official Postings at least ten (10) business days before they are posted on any public or external website or job portal.
2. In cases where a former employee whose employment was terminated by the Employer due to term limits applies for an in-unit position and reasonably meets the listed qualifications, they shall be guaranteed an interview

Section D. For each Official Posting, the Employer University shall provide the following information:

1. Position title and classification (per Article XX. Titles and Classifications);
2. Department, program, or lab; and their location and their website(s);
3. Expected starting date (and termination date, if applicable);
4. Appointment term (if applicable) and whether renewal is possible;
5. Description of duties;
6. Salary/pay range and benefits;
7. Eligibility requirements, and basic and desired minimum and desired qualifications, and selection criteria to be used;
8. Documents to be submitted with the application;
9. Procedures regarding Description of the application and reapplication process;
10. A statement on non-discrimination affirming the Employer's commitment to diversity, equity, and inclusion in hiring;

11. A statement that the position falls within the existing bargaining unit and a link to the current Collective Bargaining Agreement;

12. The deadline for the application and the expected date by which the offer of appointment or employment will be made.

Section E. The above information about the position shall not be modified to be more restrictive within the fifteen (15) business days when the position is posted, except in cases where the initial Official Posting contains a factual, logistical or administrative mistake or another error.

Section F. In cases where an Official Posting is revised or re-posted, the Employer shall keep both the original and updated postings on the Employer's public recruitment and employment website or job portal. The Employer shall ensure that the postings are linked to each other. The Employer shall notify applicants who responded to the original posting of any changes and keep applications open through the last day of the revision or re-posting.

Section G. Departments or hiring units shall make prior Official Postings available for review upon Employee's request.