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3 **ARTICLE 11. RELEASE TIME**

4 **Section 1.** The University shall provide the Union with 2.5 annualized FTE of release time
5 each academic year. Such release time may be used for the purposes of conducting union
6 business, including, but not limited to, contract administration, grievances, and participation in
7 the governance of the Union's state and national affiliates. No more than one bargaining unit
8 faculty member may be released for this purpose from any department or unit at one time
9 unless approved in writing by the Provost or designee, which approval shall not be
10 unreasonably withheld.

11 **Section 2.** For each of the two terms prior to the expiration of the Agreement, the
12 University shall provide an additional 2.0 FTE per term of release time for distribution to
13 the Union's negotiating team for preparation for and attendance at negotiation sessions.

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15 **Section 3.** The Union will notify the University of the particular faculty members who shall
16 receive release time. Such notice will be provided as far in advance as possible to permit
17 adequate coverage of assignments, but shall be no later than the first working day of the term
18 preceding the release. If the Union opts to use available release time in less than 1 FTE
19 increments, the bargaining unit faculty member and his or her dean, director, vice president or
20 designee will meet and confer to determine which portions of a bargaining unit faculty
21 member's work responsibilities will be released. The parties agree that such release time
22 should be structured to minimize the impact on students.

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24 **Section 4.** The Union may also purchase up to an additional five courses not to exceed 20
25 credits of release time, or its equivalent in research, each academic year. No more than one
26 bargaining unit faculty member may be released for this purpose from any department or unit
27 at one time, or from a department from which a bargaining unit faculty member has been
28 released under Section 1 or 2 above, unless approved in writing by the Provost or designee,
29 which approval shall not be unreasonably withheld. The Provost or designee shall have the
30 final authority to approve requested course releases, which approval shall not be unreasonably
31 withheld. The Union will notify the University by May 15 as to whether and how many course
32 releases are being purchased for the following academic year. The University will inform the
33 Union of the amount to be charged for the requested release(s), based on salary, OPE, and
34 recovery of facilities and administrative costs. The Union will reimburse the University for
35 that amount in exchange for the course release.

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37 Section 5. Release time under this article will be taken in increments of .25FTE.