

1 ARTICLE XX. RESEARCH ASSISTANTS

2 GTFF Proposed Language | ~~GTFF deletion~~ | UO Proposed Language | ~~UO deletion~~ |
3 Agreed Upon Language | Status Quo
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5 Section 1. Definition of Research Assistants (RAs): Graduate employees appointed to
6 perform degree-related research that is typical of all candidates for the same degree OR
7 graduate employees that are appointed to perform research that is not directly related to
8 their degree.
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10 Section 2. Research appointed GEs shall not be required to perform more than an
11 average aggregate of 40 hours of combined academic and paid work per week, and shall
12 not face discipline, discrimination, or retaliation for their refusal to exceed these hours.
13 The University encourages GEs and their supervisors to communicate as needed
14 concerning the GE's work assignment to ensure that GEs receive appropriate guidance
15 and supervision. In accordance with ARTICLE 9, Section 5, workload allocation forms
16 may be used to clarify the working duties of research assistants.
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18 Comprehensive, department-specific descriptions of RA positions shall be outlined in
19 the General Duties and Responsibilities Statement (GDRS), stating the duties and
20 responsibilities typical of RAs working within the department. As per ARTICLE 9, Section
21 6, departments or hiring units shall provide availability of research appointments within
22 the GDRS. The GDRS of each department or employing unit shall include health and
23 safety information. The department shall properly train GEs on health and safety duties
24 and responsibilities and provide up-to-date safety information in a written document
25 available to GEs.
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27 Notice of work assignment shall occur on the same timeline outlined in ARTICLE 9.
28 Additionally, departments and advisors shall provide information within the GDRS about
29 funding to ensure RAs are not being asked to do work that does not directly benefit their
30 progress or is not related to their academic progress/research project unless specified.
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32 [Start of moved section from Article 9, Section 10]

33 **Section 403.** In recognition of the variable or flexible schedules associated with many research
34 projects, GEs with 12-month or 9-month research appointments shall have the right to take up
35 to ten (10) days of leave which may be contiguous during their appointment year, provided the
36 procedures outlined in this section are followed. Such leave shall not reduce or otherwise
37 interfere with the GE's obligation to fulfill the hours required of their assigned FTE. This
38 provision does not apply to time off for academic employee holidays, research schedule
39 permitting, unless these holidays fall within the period of ten (10) contiguous days for which
40 leave is being requested.

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42 Leave dates and duration will be decided by mutual agreement between the GE and the
43 supervisor as the research schedule permits. To assure adequate consideration, a request for
44 such a leave must be made in writing, either electronically or in hard copy, to the supervisor at
45 least two (2) weeks in advance of the beginning of the leave. If mutual agreement cannot be
46 reached, the GE shall have the right to time off during the last ten (10) days of their appointment
47 contract, provided the GE submits a signed document to the employing unit attesting that all
48 FTE requirements have been fulfilled.

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50 This document must be submitted two (2) weeks prior to the expiration of the appointment. This
51 section does not preclude the customary informal arrangements between the research GE and
52 supervisor to accommodate other absences, as long as the GE fully meets the duties and
53 responsibilities associated with the assigned FTE for the position.

54 [End of moved section]

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56 Whenever not absolutely necessary, GEs shall not be required to work on holidays where
57 the University is closed or on days when Environmental Health and Safety Services are
58 unavailable and shall not face discipline, discrimination, or retaliation for their refusal to
59 do so. In cases where absolutely necessary (i.e. maintenance of critical equipment),
60 emergency protocols and contact information shall be readily available in a written
61 document available to GEs.

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