

AGREEMENT
BETWEEN
AMERICAN UNIVERSITY
and
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 500, CtW
[GRADUATE STUDENTS]
From
September 16, 2025
through
September 15, 2028

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AGREEMENT

PREAMBLE

THIS AGREEMENT IS ENTERED INTO BY AND BETWEEN AMERICAN UNIVERSITY (the “University”), and SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 500, CtW (the “Union”).

ARTICLE 1 – RECOGNITION OF THE UNION

Section 1.1 – Management Defined.

Whenever used in this Agreement, the term “Management” means the administrative staff of the University designated to implement and administer the policies of the University.

Section 1.2 – Exclusive Representative.

The University recognizes the Union as the exclusive representative of the graduate students employed by American University (“GSEAU”) defined in Section 1.3(A) of this Article, for the purpose of collective bargaining.

Section 1.3 – GSEAU Defined.

(A) Members of the Bargaining Unit.

Whenever used in this Agreement, “GSEAU” will mean all Doctoral and Masters students in American University departments employed at the University’s campus in Washington, D.C., who are working toward degrees offered by American University, and who are employed by American University and supervised by faculty to provide instructional or research services in undergraduate or graduate-level courses or labs, including, but not limited to Teaching Assistants, Research Assistants, Graduate Assistants, Laboratory Assistants, Teaching Apprentices, Dean’s Fellows, Instructors, Graders, Preceptors, Section Leaders, and Tutors; but excluding: any full-time or regular part-time American University employees and faculty, students who are working in grant funded positions where the University does not control their wages, adjunct faculty who are included in the bargaining unit certified in NLRB Case Number 05-RC-070027, managers, guards and supervisors as defined by the National Labor Relations Act.

(B) Bargaining Unit Information.

To the extent permitted by the Family Educational Rights and Privacy Act (FERPA) the University will provide the directory information of bargaining unit members as described herein.

For fall semester, not later than September 15 each year, Management will provide to the Union a preliminary list of the individuals who meet the definition of GSEAU under Subsection (A) of this Section 1.3. Not later than November 15 each year, Management will provide to the Union a final list of the individuals who meet the definition of GSEAU under Subsection (A) of this Section. The lists will include, to the extent provided by the individual, each GSEAU's name, School, department and program, mailing address, cell phone, and University email address.

For spring semester: not later than January 30 each year, Management will provide to the Union a preliminary list of the individuals who meet the definition of GSEAU under Subsection (A) of this Section. Not later than March 1 each year, Management will provide to the Union a final list of the individuals who meet the definition of GSEAU under Subsection (A) of this Section. The lists will include, to the extent provided by the individual, each GSEAU's name, School, department and program, mailing address, cell phone, and University email address.

(C) FERPA Release

If the Union requests non-directory information related to a bargaining unit member, the bargaining unit employee will be required to sign a FERPA release form prior to release of the requested information.

A blank copy of the FERPA release form shall be available on the Registrar's website. Bargaining unit members may complete the release and submit it online through the Registrar's website. Such FERPA release may be withdrawn at any time after it is submitted. Management shall have no obligation to provide non-directory information requested by the Union if the bargaining unit employee has not provided the University with a copy of an executed FERPA release form. The Union shall not disclose any personally identifiable information that it receives from the Employer about any bargaining unit member absent the member's prior written consent.

Section 1.4 – Application of this Agreement.

This Agreement applies only to those GSEAU's who, in return for the services identified in Section 1.3(A) of this Article 1 (the "assignment"), receive financial aid, a stipend, or wages related to that assignment. Nothing in this Agreement shall be construed to apply to decisions made by Management regarding a GSEAU's

academic performance.

ARTICLE 2 – MANAGEMENT FUNCTIONS

All management functions, rights, and prerogatives, written or unwritten, which have not been expressly modified or restricted by a specific provision of this Agreement, are retained and vested exclusively in Management and may be exercised by Management at its sole discretion. Such management functions, rights, and prerogatives include, but are not limited to, all rights and prerogatives granted by applicable law; the right to generally determine and effect American University's mission, programs, objectives, activities, resources, and priorities; to establish, and administer, and require employees to observe, procedures, rules, and regulations, including those related to planning, directing and controlling University operations; to alter, extend, or discontinue, sell, close or relocate existing equipment, facilities, and location of operations; to direct the workforce, including determining or modifying the number, qualifications, scheduling, responsibilities, and assignment of employees; to establish, maintain, modify, or enforce standards of performance, conduct, order, and safety; to evaluate, determine the content of evaluations, and determine the processes and criteria by which employees' performance is evaluated; to discipline or dismiss employees; to establish or modify the workplace and/or academic calendars, including holidays and holiday scheduling; to assign work locations; to schedule hours of work; to determine the size of the workforce and to recruit, hire, layoff, recall, promote, demote, and/or transfer employees; to determine how and when and by whom instruction is delivered; to determine all matters relating to employee hiring, retention, and student admissions; to introduce new methods of instruction; to subcontract all or any portion of any operations; and to exercise sole authority on all decisions involving academic matters. Decisions regarding who is taught, what is taught, how it is taught and who does the teaching involve academic judgment and shall be made at the sole discretion of Management. Management, in not exercising any function hereby reserved to it in this Article 2, or in exercising any such function in a particular way, will not be deemed to have waived its right to exercise such function or preclude Management from exercising the same in some other way. No action taken by American University with respect to a management or academic right shall be subject to the grievance procedure or collateral suit unless the exercise thereof violates an express written provision of this Agreement.

ARTICLE 3 – NON-DISCRIMINATION

Management is an equal opportunity employer and affirmative action institution which operates in compliance with applicable laws and regulations. Management and the Union shall not discriminate in their programs and activities on the basis of race, color, national origin, religion, sex (including pregnancy), age, sexual orientation, disability, marital status, personal appearance, gender identity

and expression, family responsibilities, political affiliation, source of income, veteran status, an individual's genetic information, union membership, or any other protected bases under federal or local laws. Further, all University employees, including GSEAU's, are subject to the University's non-discrimination policies (available at: <https://www.ameridan.edu/policies>).

Where enforcement mechanisms exist under Federal, State or local laws, alleged violations of this Article 3 will not be subject to the Grievance Procedure of Article 4, but will be handled in accordance with the procedures provided for members of the University community.

ARTICLE 4 – GRIEVANCE PROCEDURE

Section 4.1 – Standard Procedure.

(A) Definition of Grievance.

A “grievance” is an allegation by a GSEAU or by the Union that Management has violated an express provision of this Agreement and that a GSEAU has been personally aggrieved thereby, or by the Union that Management has violated an express provision of this Agreement.

(B) Procedures.

A GSEAU and the Union will first make an effort to resolve a grievance informally. If a grievance cannot be resolved through informal discussion with an immediate supervisor, department chairperson, division director, or Dean, it will be processed as follows, except that a grievance regarding the discharge of a GSEAU for non-academic conduct, or a Union grievance alleging a class-wide violation of this Agreement, will be processed at Step 2.

Step 1.

Within fifteen (15) days of the event giving rise to the grievance or after the GSEAU reasonably should have known of the event giving rise to the grievance, the aggrieved GSEAU or the Union may submit a written grievance to the Department Chair or administrative designee in the GSEAU's chain of command, with a copy to the Assistant Vice President of Human Resources Officer and the Union. The Department Chair or administrative designee will schedule a meeting with the GSEAU to be held within ten (10) days of receipt of the written grievance. The Department Chair or administrative designee will submit a written answer to the aggrieved GSEAU or Union within fifteen (15) days of such meeting, with a copy to the Assistant Vice President of Human Resources and the Union.

Step 2.

In the event the grievance is not satisfactorily adjusted at Step 1, the aggrieved GSEAU or the Union, within fifteen (15) days after receipt of the Step 1 answer, may submit a written appeal of the Step 1 answer to the Dean in the GSEAU's chain of command, or his or her designee, with a copy to the Assistant Vice President of Human Resources. The Dean, or designee, will schedule a meeting with the aggrieved GSEAU and representative of the Union, to be held not more than fourteen (14) days after receipt of the Step 2 appeal. The Dean, or designee, will submit a written answer to the aggrieved GSEAU within fifteen (15) days after the Step 2 meeting, with a copy to the Assistant Vice President of Human Resources and the Union.

Step 3.

In the event that the grievance is not satisfactorily adjusted at Step 2, the aggrieved GSEAU or the Union, within fifteen (15) days after receipt of the Step 2 answer, may submit a written grievance appeal to the Provost, or designee, with a copy to the Assistant Vice President of Human Resources and the Union. The Provost, or designee, will schedule a meeting with the aggrieved GSEAU and representative of the Union, to be held not later than fifteen (15) days after receipt of the Step 3 appeal. The Provost, or designee, will submit a written answer to the aggrieved GSEAU within fifteen (15) days after such meeting, with a copy to the Union.

(C) Written Presentation.

All grievances presented at Steps 1 through 3 of this Section 4.1 will be in writing on a form agreed to by the parties and provided by Management, signed by the aggrieved GSEAU, and set forth the specific provisions of the Agreement alleged to have been violated and the specific relief sought by the aggrieved GSEAU, or the grievance will be deemed to have been waived.

(D) Union Representation.

(1) Copies of Written Grievances.

Upon receipt of a written grievance or written appeal submitted by a GSEAU in accordance with the procedure set forth in Steps 1 through 3 of this Section 4.1, Management will furnish a copy of same to the Union. A copy of any written answer of Management under Steps 1 through 3 of this Section 4.1 will be forwarded to the Union simultaneously with its submission to the aggrieved GSEAU.

(2) Representation at Grievance Meetings.

A GSEAU may be represented at the meetings held pursuant to Steps 1 through 3 of the procedure set forth in this Section 4.1 by a Union representative.

Section 4.2 – Arbitration.

(A) Election of Arbitration.

The Union, with the written concurrence of the aggrieved employee, may submit a grievance that has been properly processed through the procedure set forth in Section 4.1 of this Article to final and binding arbitration. The election of arbitration shall be made by submitting written notice of such intent, signed by a Union representative, to the Assistant Vice President of Human Resources or designee within fifteen (15) days after receipt of the answer at Step 3 of Section 4.1(B) of this Article. A Union grievance submitted to arbitration does not require employee consent.

(B) Selection of Arbitrator.

Management and the Union agree to maintain at all times, a panel of three (3) named arbitrators, one (1) of whom shall be appointed to hear each grievance that is appealed to arbitration pursuant to Section 4.2(A) of this Agreement. Rotation of arbitration cases among such arbitrators shall be in alphabetical order by the arbitrator's last name. As of the effective date of this Agreement, Management and the Union have selected Richard Bloch, Ira Jaffe and Joseph Sharnoff as members of said panel. If one such arbitrator is no longer able to serve, Management and the Union shall immediately name a replacement arbitrator. The replacement arbitrator shall assume the order in the rotation held by the arbitrator that he or she is replacing.

Except in the case of the voluntary resignation of a named arbitrator, no arbitrator may be removed by Management or the Union, except by mutual agreement of Management and the Union, or for cause. If Management or the Union appeals the decision and award of an arbitrator to a court of appropriate jurisdiction, that arbitrator shall be suspended from appointments under this Agreement pending such appeal and shall be removed if the decision and award is not upheld in full.

(C) Jurisdiction of Arbitrator.

The jurisdiction and authority of the arbitrator of the grievance and the opinion and award of the arbitrator shall be confined exclusively to the interpretation and/or application of the express provision or provisions of this Agreement at issue

between the Union and Management.

The arbitrator shall have no authority to add to, detract from, alter, amend, or modify any provisions of this Agreement or impose on either party hereto a limitation or obligation not explicitly provided for in this Agreement; to establish or alter any wage rate or wage structure; or to consider any term or condition of employment or any other matter not expressly set forth within a provision of this Agreement. The arbitrator shall not hear or decide more than one grievance at one time without the mutual consent of Management and the Union. The opinion and award of the arbitrator on the merits of any grievance adjudicated within his or her jurisdiction and authority, as specified in this Agreement, shall be served on both parties.

(D) Fees and Expenses of Arbitration.

The fees and expenses of the arbitrator shall be shared equally by the parties.

Section 4.3 – Time Limitations.

Whenever used in this Article 4, the word “days” will mean all days during the calendar year other than Saturdays, Sundays, and days designated as holidays by Management. The time limits set forth in this Article are essential to this Agreement. Said time limits may be extended only by mutual agreement of Management and the Union. If the Union or the aggrieved GSEAU fails to comply with the time limits set forth in this Article, the grievance will be deemed to have been waived. If Management fails to comply with any time limits set forth in this Article, the grievance will automatically proceed to the next step.

Section 4.4 – Method of Delivery.

For the purposes of this Article, a grievance, appeal, or Management answer is “submitted” only if it is delivered by hand to the office of the appropriate person as set forth in Section 4.1, or mailed to that person by certified mail, return receipt requested, through the United States Postal Service.

ARTICLE 5 – DISCIPLINE AND DISCHARGE

Section 5.1 – Scope.

Discipline and discharge of GSEAU's will be for just cause. GSEAU's will generally be progressively disciplined, but Management may in its discretion warn, reprimand, transfer, demote, suspend, or discharge a GSEAU without first providing progressive discipline if the circumstances so warrant. In this Article 5, “discharge” and “discipline” mean only the termination of a GSEAU's assignment or a suspension without pay for non-academic conduct,

and shall not include any adverse action based upon academic performance.

Section 5.2 – Termination Due to Quality of Work Product.

(A) Termination for Academic Quality.

Assessment of the quality of a GSEAU's work product is based upon academic judgment.

Failure of a GSEAU's work product to meet expected standards of academic quality is an appropriate reason to terminate a GSEAU's employment. In such cases, the termination is not subject to the just cause standard provided in this Article 5 and the provisions of Article 4 do not apply.

(B) Review of Termination Decision.

GSEAU's notified that their employment is terminated pursuant to Section 5.2(A) of this Article 5 may request a review of the termination decision to the Dean of the School or College in which the GSEAU is enrolled within ten (10) calendar days of notification of the termination decision. Each Dean will annually name a Panel of three faculty members (and one alternate) for this purpose, but a Dean has the discretion to appoint different or additional faculty members to avoid a potential conflict of interest or when particular academic expertise is necessary to address the issue(s) involved. The Union will be informed of the composition of the Panel, and the Dean will consider concerns raised by the Union regarding the Panel's members. A GSEAU may request that a Union representative be present at a meeting at which the GSEAU presents his or her case to the Panel. The Panel will assess only whether the termination decision was based on academic judgment or was for non-academic conduct, and provide that assessment to the Dean of the School or College in which the GSEAU is enrolled. Taking into account the Panel's recommendation, the Dean will decide if the termination decision was based on academic judgment or was for non-academic conduct. The Dean will notify the GSEAU of his or her decision within ten (10) calendar days of the Panel's recommendation. If the Dean's assessment is that the termination decision was for non-academic conduct, the GSEAU may file a grievance pursuant to Article 4 of this Agreement.

The decision of the Dean is final.

Section 5.3 – Failure to Retain an Assignment.

Each assignment ceases at the end of the designated assignment period. The expiration of an assignment, Management's failure to offer an assignment, reassignment, or a GSEAU's loss of remuneration for services provided due to poor academic performance is not considered discipline or discharge and is not subject to the just cause standard provided in this

Article 5.

Section 5.4 – Union Representation.

A GSEAU may request that a Union representative designated by the Union be present at a meeting where discipline is to be administered and the request will not be denied unless honoring the request would cause undue delay in the administration of the discipline.

ARTICLE 6 – APPOINTMENTS

Section 6.1 – Scope.

It is in the interest of both the University and GSEAU's that notice of appointment occur in a timely manner, that the general scope of the anticipated responsibilities of appointments be provided to GSEAU's, and that GSEAU's have the opportunity to address concerns that arise.

Section 6.2 – Award Letters.

A GSEAU will receive an Award Letter that states the general terms of the GSEAU's award, including the tuition remission (if any), stipend and/or remuneration for services. The employment terms provided in the Award Letter will be maintained unless the GSEAU's employment is terminated pursuant to the provisions of Article 5 of this Agreement or other requirements of the Award Letter are not met. The continuation of an award in subsequent academic years is dependent upon a GSEAU's ability to meet eligibility criteria, including maintaining satisfactory academic progress and availability of sufficient graduate financial aid funds.

Section 6.3 – Appointment Notices.

A GSEAU will receive an Appointment Notice that states the name of the faculty supervisor and the length of the appointment, which may be for a semester or for an entire academic year. The Appointment Notice will normally be provided to the GSEAU at least two weeks before the appointment begins.

Section 6.4 – Responsibilities.

(A) In General.

The nature and scope of the responsibilities of a GSEAU's appointment will vary by program and department. The University's office of graduate studies, as

well as its academic and teaching units, will provide more specific guidance on individual GSEAU appointments. Generally, a teaching assistant (TA) is a GSEAU whose work predominantly involves an instructional assignment; a research assistant (RA) is a GSEAU whose work predominantly involves assisting faculty with academic research. RAs are not independent researchers and are not directly responsible for the outcome of the research. In some cases, a GSEAU may receive an appointment that is a combination of both research and teaching duties. However, a GSEAU cannot be required to work more hours than those for which they receive compensation. In the event a GSEAU is asked to work more hours than those for which they are compensated, they may contact the Graduate Associate Dean within their School or College.

(B) Duties That Are Not Appropriate.

The work performed by a GSEAU should be beneficial to both the GSEAU and the academic or teaching unit; duties should be limited to tasks that benefit both the academic unit and advance the professional development of the GSEAU. Work assignments will be more academically substantive than administrative, but may involve administrative tasks that assist in the overall academic endeavor. TA's and RA's are not expected to provide personal services for a supervisor.

Section 6.5 – Raising Concerns About the Scope of Responsibilities.

GSEAU supervisors should confer with GSEAU's early in a semester to review assignments and estimate hourly expectations for the successful completion of assignments.

A GSEAU may raise concerns about the scope of responsibilities of an appointment to the GSEAU's supervisor, coordinator, or Dean.

Section 6.6 – Posting of Unassigned Available Appointments.

Management will continue the posting of unassigned available appointments on the University website.

ARTICLE 7 – ASSIGNMENTS

Section 7.1 – Assignments.

Unless specifically limited by this Article 7, decisions regarding assignments provided to GSEAU's involve academic judgment and shall be made in Management's sole discretion.

Section 7.2 – Performance of Assignments.

GSEAU's who are provided an assignment in return for a financial aid award, stipend or wages will be provided with general guidelines and expectations regarding the performance of an assignment. A GSEAU may indicate a preference as to which professor(s) the GSEAU believes an assignment would most benefit the GSEAU, and a department or program will consider a GSEAU's stated preference when making assignments. If a GSEAU's performance in an assignment is not meeting Management's expectations, Management may reassign the GSEAU in its sole discretion. If a GSEAU finds that an assignment is not beneficial to the GSEAU, the GSEAU may request consideration for reassignment, which may be granted in Management's sole discretion.

Section 7.3 – Access to Services.

A GSEAU provided an assignment shall have: access to materials and supplies needed to perform the assignment; access to computer workstations; access to photocopiers for assignment related purposes; access to administrative support services for standard and reasonable requests during normal work hours (to the extent such services are also available to faculty in the same School or Program); access to space (but not necessarily office space) to meet with and advise students; and a University email account. The GSEAU shall use the University email account for communication related to the assignment.

In emergency situations in which access to the AU campus is limited, the university will endeavor to provide support for GSEAU's working remotely. Employees will be reimbursed for expenditures for materials and supplies used in connection with their work that are pre-approved in writing by the Department Chair, or designated teaching unit administrator. However, they may be required to provide their own computer equipment and Internet access during such emergencies.

Section 7.4 – GSEAU Responsibilities.

(A) Scope.

GSEAU's are required to perform their assigned academic duties well and maintain standards of professional ethics. A GSEAU's responsibilities include, but are not limited to, the completion of mandatory training offered by Management, and the failure to complete mandatory training may result in the loss of employment.

(B) Teaching Expectations.

A GSEAU's teaching shall be guided by the course description and syllabus, requirements of excellent teaching, adherence to academic and professional standards, and encouragement of the spirit of inquiry among students. GSEAU's shall prepare for their classes and conduct them in an appropriately professional manner. GSEAU's are responsible for the maintenance of good order and the observance of American University regulations in the classroom with the support of Management. GSEAU's shall meet classes on time, hold classes for the full period except in the event of an emergency or as an approved practice by the Department or Program Chair, and evaluate academic performance fairly and reasonably.

(C) Research Expectations.

A GSEAU's research shall be guided by the instructions provided by the faculty supervisor, adherence to academic and professional standards, adherence to University policies on research compliance, the timely completion of work assigned, and any other responsibilities agreed to between a GSEAU and the faculty supervisor.

(D) Academic Integrity.

GSEAU's shall report promptly to their Dean, Department Chair, designee, or equivalent teaching unit academic administrator, matters that require potential academic or non-academic disciplinary action against those individuals in their classroom(s) under applicable American University policies and procedures relating to academic integrity and codes of conduct. GSEAU's shall participate or cooperate, as appropriate, in any resulting disciplinary proceedings in accordance with those policies and procedures.

Section 7.5 – Evaluation of Performance.

(A) Scope.

Evaluations are intended to further academic and professional standards, and to provide for a GSEAU's academic and professional development.

(B) The Evaluative Process.

Each school or program will provide an evaluative process suited to the nature of the assignments of GSEAU's at a particular school or in a particular program and provide GSEAU's notice of that process. Depending on the nature of a GSEAU's appointment, evaluative tools may include classroom observations; oral and/or written evaluations; and/or in-person meetings.

The process will include a way in which GSEAU's may respond to the evaluation and GSEAU's may ask for feedback from supervisors at any time. Supervisors are encouraged to address performance concerns with GSEAU's when they arise and, when appropriate, to provide GSEAU's an opportunity to address such concerns. GSEAU's may provide feedback to their supervisors, department or program regarding their experiences as GSEAU's.

(C) Classroom Observation.

When classroom observation is part of the evaluative process, a GSEAU generally will be provided advanced notice of the date of the observation. Management may observe teaching performance at any time and, while a GSEAU will ordinarily have advanced notice of such action, the GSEAU may not if, in Management's judgment, circumstances do not warrant it.

Section 7.6 – Outside Employment.

Nothing in this Agreement precludes a GSEAU from being employed elsewhere (either within or outside the bargaining unit), so long as that employment does not interfere with the GSEAU's obligation to satisfactorily perform all terms and conditions of his or her assignment as a GSEAU. If the other employment is at American University, the total number of hours worked in a workweek cannot exceed twenty (20) unless an exception is authorized in writing by the Vice Provost for Research and Dean of Graduate Studies.

ARTICLE 8 – COMPENSATION AND BENEFITS

Section 8.1 – Pay Rate.

The Compensation Schedule for GSEAU's set forth in Appendix One to this Agreement is part of this Agreement and will be the pay rate for GSEAU's who are compensated in that manner.

Section 8.2 – Pay Periods.

GSEAU's who receive remuneration in the form of stipends or wages will be paid on a timely basis in accordance with the University's normal business operations. If payment is delayed as a result of the University's action (or inaction) by one pay period or more, GSEAU's may appeal to the University for reimbursement for late payments of bills or associated overdraft fees.

Section 8.3 – Health Benefits.

For the life of this Agreement, Management will continue to make available

health benefits in the same manner as those benefits were made available to GSEAU's in the 2024- 2025 Academic Year. Management will provide a way in which GSEAU's can access information regarding the health benefits, including vision and dental benefits, that are available to them.

Section 8.4 – Professional Development.

(A) General.

GSEAU's will have access to the resources and assistance provided by American University's Center of Teaching, Research and Learning, except in cases where access to particular resources is explicitly limited.

(B) Professional Development Fund for Ph.D. Student GSEAU's.

During the term of the Agreement, Management will create a Professional Development Fund of \$30,000 (1/3 of which is available each academic year), through which a Ph.D. student may apply to the Associate Vice Provost for Academic Affairs for reimbursement for expenses incurred in professional development opportunities in which the PhD student is an active participant and has received approval from the GSEAU's department or program, and school or college dean's office. A PhD student whose application is accepted will be reimbursed an amount that matches the amount provided by the PhD student's department, program or school, not to exceed \$750. In exceptional circumstances and in Management's sole discretion, if a department, program or school approved but failed to provide any funding for the PhD student's participation in the professional development activity, the matching requirement of this Section 8.4(B) may be waived by the Provost or his or her designee. A PhD student will be eligible for no more than one award in each Academic Year.

Section 8.5 – Leave.

Management will comply with D.C. and Federal law in providing leave to GSEAU's who meet the eligibility requirements for leave under of those laws, and will not reduce the leave available to eligible GSEAU's during the term of this Agreement.

Section 8.6 – Breastfeeding Support.

GSEAU's have access to lactation rooms provided by Management, to be used for that purpose.

Section 8.7 – Summer Work Opportunities.

Management will provide a way in which GSEAU's can become aware of employment opportunities at American University during the summer.

Section 8.8 – Information on the Budget Process.

GSEAU's may, through the Union, submit written recommendations or ideas on the University Budget to the Graduate Student Representative on the University Budget Committee, with copies sent directly to the Provost and the University CFO in their capacities as co-chairs of the Budget Committee.

Section 8.9 – Sufficient Graduate Financial Aid Funding.

In the event that there are insufficient graduate financial aid funds to support currently enrolled GSEAU's with awards, Management shall immediately notify the Union of the shortfall in graduate financial aid funds and of its proposals, if any, for modifications of this Agreement that are, in the judgment of Management, made necessary by the shortfall. Thereafter, Management and the Union shall promptly meet and confer in an attempt to reach an agreement that can be implemented within existing graduate financial aid funds.

ARTICLE 9 - UNION RIGHTS AND PRIVILEGES

Section 9.1 – Meeting Space, Campus Mail, and Food Service.

University meeting space and the intra-University mail system and food service will be made available to the Union in accord with the procedures established by Management for University organizations.

Section 9.2 – Bulletin Boards.

The Union shall be permitted to post notices pertaining to legitimate and appropriate Union interests on designated University bulletin boards. Such postings shall be consistent with established Management policies regarding postings in public places.

Section 9.3 – Designated Union Representatives.

Management will recognize GSEAU's designated by the Union as workplace leaders to adjust grievances, process disciplinary appeals, and for meetings with a grievant or with Management, and to attend to other matters related to the administration of this Agreement when authorized by the Union to do so. The Union will notify the Assistant Vice President of Human Resources, or designee, of the names of the workplace leaders who are authorized by the Union as

representatives and will notify the Assistant Vice President of Human Resources Officer, or designee within five (5) working days of any change in the representatives. With prior notification to the Assistant Vice President of Human Resources or designee, the Union representative may be present on University property to attend to matters related to the administration of this Agreement.

Section 9.4 – Union/Management Collaboration Committee.

Management and the Union will create a joint committee to discuss issues of mutual interest to GSEAU's and Management. The committee may consider and make recommendations on matters of general importance to GSEAU's and Management. If requested to meet, the parties will meet once a semester or more often by mutual agreement.

Section 9.5 – Personnel Files.

Management will maintain one (1) official personnel file for each GSEAU to which the GSEAU will have access upon reasonable notice.

Section 9.6 – Deduction of Dues.

(A) Payroll Deduction Authorization.

GSEAU's who are covered by this Agreement, and who receive compensation in the form of stipends or wages, may elect to have deductions for dues, agency fees, or voluntary contributions to the SEIU Local 500 Committee on Political Education (COPE) made from their compensation, by submitting an authorization in the form set forth in Section 9.6(B) of this Agreement, voluntarily executed by the GSEAU and submitted to the Assistant Vice President of Human Resources. Management will deduct membership dues, fees or contributions as certified in writing by the President or Executive Director of the Union and remit such dues, fees or contributions to the Union. Payroll deductions can be cancelled by a GSEAU's individual written notice to the Union via certified mail. The GSEAU's certified mail is to be addressed to: Executive Director - SEIU, Local 500, 12 Taft Court, Rockville, Maryland 20850. The Union will then notify Management of any cancelled memberships and provide the GSEAU's original notices of resignation to the Assistant Vice President of Human Resources within ten (10) days of receipt.

(B) Form of Deduction Authorization.

Management will honor deduction authorizations using forms that are furnished to employees by the Union. In the event the Union alters the authorization form in any manner, it agrees to submit the revised form to the

University for its review at least thirty (30) calendar days prior to the effective date of such new form.

(C) Payment of Agency Fee.

Commencing upon the effective date of this Agreement and, unless exempted by Section 9.6(D) of this Agreement, any GSEAU who becomes affiliated with American University in a graduate degree program for the first time on or after December 20, 2018 (and who does not elect to voluntarily have dues deducted pursuant to Section 9.6(A) of this Agreement) shall, within thirty-one (31) days after his or her initial date becoming a member of the bargaining unit subject to this Agreement, be required to pay an agency fee (a service charge as a contribution toward the cost of administration of this Agreement and representation by the Union). The amount of such agency fee shall be determined by the Union, in accordance with applicable law, as a percentage of full dues uniformly required to be paid as dues and initiation fees by those who choose to become members of the Union under Section 9.6(A) of this Agreement.

(1) Management shall encourage newly hired GSEAU's to select their Union status as part of the hiring process.

(2) A GSEAU may complete a membership form at any time to become a regular member of the union rather than an agency fee payer.

(3) To the extent permitted by law, the Union reserves its right to seek compensation from non-dues paying members for representational services rendered.

(D) Payment of Dues or Agency Fee.

(1) Exemptions.

This Section 9.6 shall not apply to any GSEAU who was affiliated with American University in a graduate degree program on or before December 20, 2018. This Section 9.6 shall not apply to GSEAU's who are exempted from paying dues or an agency fee because (a) the GSEAU receives wages for less than the entire semester or is regularly scheduled to work fewer than ten (10) hours a week; or (b) the GSEAU can demonstrate that due to the nature of his or her employment outside of American University so doing would inhibit the ability of the GSEAU employee to perform services for his or her non-University employer.

(2) Failure to Pay Dues or Fees.

The parties agree that a GSEAU's failure to pay the required dues or agency fee will not negatively impact the GSEAU's participation in an academic program, including the GSEAU's continued receipt of financial aid, a stipend, or wages related to an assignment as a part of an academic program. The indemnification provisions of Section 9.6(E) apply to any damages and attorneys' fees incurred as a result of the Union's demand for enforcement of this Section 9.6.

(E) Indemnification.

The Union shall indemnify and save American University, its Board of Trustees, agents, personnel and students, harmless from any and all claims, grievances, awards, actions, suits, judgments, attachments, forms of liability or damages that arise out of or by reason of any action taken by Management in compliance with any of the provisions of this Section 9.6, and the Union assumes full responsibility for the disposition of monies deducted under this Section 9.6 as soon as they have been remitted by Management to the Union.

ARTICLE 10 – NO STRIKE/NO LOCKOUT

Section 10.1 – No Strikes.

Neither the Union, its officers, agents, or representatives, nor any GSEAU or employee, will in any way, directly or indirectly, authorize, assist, cause, encourage, participate in, ratify, or condone any strike.

Section 10.2 – Enforcement of No Strike Pledge.

In the event of a strike in violation of Section 10.1 of this Article, Management may immediately pursue, in any court of competent jurisdiction, whatever remedies are available to it. Any GSEAU engaging in any activity in violation of Section 10.1 of this Article may be discharged.

Section 10.3 – No Lockout.

Management shall not lock out GSEAU's.

Section 10.4 – Enforcement of No Lockout Pledge.

In the event of a lockout in violation of Section 10.3 of this Article, the Union may immediately pursue, in any court of competent jurisdiction, whatever remedies are available to it.

ARTICLE 11 - FREEDOM OF EXPRESSION AND SPEECH PROTECTIONS

Section 11.1 - General Protections

Employees retain their rights to free expression as private individuals in non-University settings, including but not limited to their personal social media accounts, and the University shall not discipline or discharge bargaining unit employees for such expressive conduct, provided the expressive conduct does not violate University policies in effect at the time of the expression or negatively impact their role as American University employees.

Section 11.2 - Commitment to Section 7 Education

Nothing in this Article is intended to restrict employees' rights under Section 7 of the National Labor Relations Act, which protects employees' rights "to self-organization, to form, join, or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection." The Employer will not retaliate against employees for exercising their Section 7 rights.

The University shall make publicly available to its workforce the current guidance from the National Labor Relations Board regarding examples of permitted and prohibited conduct under Section 7 & 8(a)(1) of the National Labor Relations Act and will include such resources (<https://www.nlr.gov/about-nlr/rights-we-protect/the-law/interfering-with-employee-rights-section-7-8a1>) on its Labor Relations webpage.

ARTICLE 12 - AI USE

The parties acknowledge that as artificial intelligence ("AI") technology develops, certain tools are becoming more accessible to fulfill specific needs that may advance the University's operations and/or an Employee's job duties and may have an impact on bargaining unit work. The Parties agree that should a concern arise over the use of AI in the workplace, it shall be added as an agenda item to the next JLMC meeting.

No disciplinary or other adverse employment actions will be taken against, or communicated to, an employee without human oversight and accountability. In addition, the final outcome of an Employee's annual evaluation shall not be determined without human oversight and accountability.

ARTICLE 13 - SCOPE OF AGREEMENT

Section 13.1 – Duration.

(A) Effective Dates.

This Agreement becomes effective as of the date of ratification, September 16, 2025, and shall continue in full force and effect until September 15, 2028. Thereafter, it shall automatically renew itself and continue in full force and effect from year to year unless written notice of election to terminate or modify any provision of this Agreement is given by either party to the other not later than February 1, 2028, or February 1 of any succeeding calendar year.

Section 13.2 – Severability.

If any term or provision of this Agreement is at any time during the life of this Agreement in conflict with any law, such term or provision of this Agreement shall continue in effect only to the extent permitted by such law. If any term or provision of this Agreement is or becomes unenforceable, such invalidity or unenforceability shall not affect or impair any other term or provision of this Agreement, and Management and the Union agree to meet and bargain in good faith to in an attempt to negotiate a substitute provision.

Section 13.3 – Scope of Agreement.

Management and the Union acknowledge and agree that during the negotiations that resulted in the Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter as to which the Act imposes an obligation to bargain, and that all understandings and agreements arrived at between Management and the Union after the exercise of that right and opportunity are set forth in this Agreement. This Agreement, thus, contains the understanding, undertaking, and agreement of the parties hereto and finally determines and settles all matters of collective bargaining for and during its term.

Changes to this Agreement, whether by addition, waivers, deletions, amendments or modification, must be mutually agreed upon in writing and signed by both parties.

[SIGNATURES FOLLOW ON NEXT PAGE]

SERVICE EMPLOYEES INTERNATIONAL
UNION, LOCAL 500 CtW

DocuSigned by:
Pia Morrison
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Pia Morrison
President

AMERICAN UNIVERSITY

DocuSigned by:
Bronte Burleigh-Jones
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Bronte Burleigh-Jones,
CFO, Vice President and Treasurer

APPENDIX ONE

COMPENSATION SCHEDULE

Length of Award

During the life of this Agreement, PhD students shall have health insurance extended through the 4th year for students in the School of Communications (SOC) Ph.D. program or 5th year for students in all other Ph.D. programs.

PhD Minimum Stipends [Increase of 15.4% over the life of the CBA]

Year 1: Increase to \$27,000 (Effective upon Ratification) [3.8%]

Year 2: Increase to \$28,500 (Effective at the beginning of the Fall Semester 2027) [5.5%]

Year 3: Increase to \$30,000 (Effective at the beginning of the Fall Semester 2027) [5.3%]

PhD Minimum Hourly rate [Increase of 11.4% over the life of the CBA]

Year 1: Increase to \$22.50 per hour (Effective upon Ratification) [2.2%]

Year 2: Increase to \$23.50 per hour (Effective at the beginning of the Fall Semester 2026) [4.4%]

Year 3: Increase to \$24.50 per hour (Effective at the beginning of the Fall Semester 2027) [4.3%]

Masters and WCL Fellows Minimum Hourly Rates [Increase of 12.2% over the life of the CBA]

Year 1: \$19.50 per hour increase (Effective upon Ratification) [5.4%]

Year 2: \$20.00 per hour increase (Effective at the beginning of the Fall Semester 2026) [2.6%]

Year 3: \$20.75 per hour increase (Effective at the beginning of the Fall Semester 2027) [3.8%]

Side Letter - Support for Ph.D. Students

During the life of this Agreement (2025-2028), the parties agree to discuss, in the Labor Management Committee, the relative priority that should be given to different types of support for Ph.D. students going forward, including the amount of the annual stipend, extending financial support for an additional year, and waiver of the maintain matriculation fees for the first year after the student's financial aid award concludes.

SERVICE EMPLOYEES INTERNATIONAL
UNION, LOCAL 500 CtW

AMERICAN UNIVERSITY

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Pia Morrison

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Pia Morrison
President

DocuSigned by:

Bronte Burleigh-Jones

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Bronte Burleigh-Jones,
CFO, Vice President and Treasurer