

Collective Bargaining Agreement

BETWEEN

Brown University

AND

Brown Postdoc Labor Organization (“BPLO”)

RIFTHP-AFT Local 6516

Contents

Article 1: Union Recognition and Bargaining Unit Information6

- A. Recognition6
- B. Bargaining Unit Description6
- C. Bargaining Unit Information6

Article 2: Union Rights.....7

- A. Union Orientation7
- B. Good-Faith Rules7
- C. Communication.....8
- D. Labor-Management Committee8

Article 3: Union Security and Checkoff9

- A. Union Security.....9
- B. Fair Share Fees9
- C. Authorization.....9
- D. Amounts.....9
- E. Committee on Political Education (COPE) Contributions10
- F. Payroll Deduction10
- G. Indemnification10

Article 4: No Strikes-No Lockouts.....11

Article 5: Equal Employment Opportunity and Non-Discrimination12

- A. Statement of Values.....12
- B. Statements of Policy12
- C. Non-Retaliation Policy13
- D. Employee Responsibilities.....13

- E. Definitions of Discrimination and Harassment 13
- F. Applicability of This Article 15
- G. Processes for Complaints of Discrimination and Harassment..... 15
- H. Remedial and Protective Measures 17
- I. Union Activities or Membership 17
- J. Accommodations for Employees with Disabilities and/or Pregnancy 18
- Article 6: International Employees 19
 - A. Assistance through The Office of International Student and Scholar Services..... 19
 - B. Attendant Circumstances for Remote Work..... 19
 - C. Resumption of Duties 19
 - D. Time Off for Visa and Immigration Proceedings 19
 - E. Timely Completion of Documents 20
 - F. Meeting to Discuss International Issues..... 20
 - G. Visa Types and Cost Reimbursement 20
- Article 7: Appointments 21
 - A. Parameters of Appointments 21
 - B. Written Letter of Appointment 21
 - C. Minimum Length of Appointment 21
 - D. Appointment Renewals 21
 - E. Timely Notice of Letter of Appointment and Email Access 21
 - F. Appointment Letter Contents 21
 - G. Administration of Appointments 22
- Article 8: Onboarding Supplement for New Employees 23
- Article 9: Training, Orientation, and Professional Development 24
 - A. Training and Orientation 24
 - B. Professional Development 24
 - C. Individual Development Plan 24
 - D. Performance Review 24
 - E. Disputes 24
- Article 10: Employment Files 26
 - A. Contents of Employment Files 26
 - B. Grievances 26
 - C. Timely Access to Employment File 26

D. Right to Review.....	26
E. Removal of Material.....	26
F. Written Disputes.....	26
G. Confidentiality of Employment Files.....	26
Article 11: Workplace and Materials.....	27
A. Access to Workspace and Materials.....	27
B. Reimbursements.....	27
C. Access to Technology.....	27
D. Accommodations.....	28
Article 12: Health and Safety.....	29
A. Commitment to Health and Safety.....	29
B. Health and Safety Compliance.....	29
C. Asbestos, Lead, and Mold Removal.....	29
D. Equal Access to Clean Water.....	29
E. Reporting Unsafe Working Conditions.....	29
F. Personal Protective Equipment.....	30
G. Ergonomic Workspaces.....	30
H. Ensuring Safe and Healthy Workspaces.....	30
I. Air Quality.....	30
Article 13: Workload.....	31
A. FLSA-Exempt Status.....	31
B. Workweek.....	31
C. Overtime.....	31
D. Standard Business Hours.....	31
E. Protections on Class Size.....	32
Article 14: Academic Freedom and Protections.....	33
A. The Importance of Academic Freedom.....	33
C. Artificial Intelligence.....	33
D. Updates to University Policy on Academic Freedom.....	33
Article 15: Travel.....	34
A. Funding for Employment-Related Travel.....	34
B. Business Travel Accident Insurance.....	34
C. Employee Responsibilities.....	34

Article 16: Copyright and Intellectual Property 35

- A. Right to Report..... 35
- B. Employees as Principal Investigators 35
- C. Protection against Retaliation 35
- D. Policy Meeting 35

Article 17: Research Integrity and Misconduct..... 36

- A. Right to Report..... 36
- B. Authorship in Scholarly or Scientific Publications 36
- C. Protection against Retaliation 36

Article 18: Leaves of Absence and Time Off..... 37

- A. Leave and Time Off Policy 37
- B. Unpaid Leaves 37
- C. Sick Time 38
- D. Parental Leave..... 38
- E. Holidays 39
- F. Vacation and Paid Time Off (PTO) 39
- G. Special Time-Off..... 39
- H. Jury Duty..... 39
- I. Bereavement Leave 40
- J. Replacement Coverage..... 40
- K. Grievance..... 40
- L. Personal Leave 40
- M. Pay for Military Reserve Duty or Training..... 40

Article 19: Compensation..... 42

Article 20: Insurance 44

Article 21: Childcare 45

Article 22: Emergency Support Fund 46

- A. Explanation of the Fund 46
- B. Award Distribution..... 46
- C. Award Amounts 46
- D. Evaluation of Yearly Funds 46

Article 23: Discipline and Discharge 47

- A. Informal Resolution and Formal Discipline Process 47

B. Scope of Discipline47

C. Remedial Measures48

D. Grievance Procedure48

E. Union Representative48

F. Non-Performance49

G. Union Contest to Discipline or Discharge49

Article 24: Grievance Procedure50

 A. General Provisions for Resolving Grievances50

 B. Protection against Retaliation50

 C. Grievance Procedure51

 D. Impartial Arbitration52

Article 25: Severability54

Article 26: Entire Agreement55

Article 27: Duration56

Article 1: Union Recognition and Bargaining Unit Information

A. Recognition

Brown University, or, "the University," hereby recognizes the Brown Postdoc Labor Organization, RIFTHP-AFT Local 6516, or, "BPLO," or the "Union," as the sole and exclusive collective bargaining unit representative for wages, hours, and terms and conditions of employment for all members of the bargaining unit as set forth herein.

The University agrees not to negotiate with any other labor organization, its agent, or any employee organization over wages, hours, and terms and conditions of employment, for all employees within the bargaining unit. No changes to wages, hours, and terms and conditions of employment that fall within the specific terms of this Agreement, other than those that are recognized by this Agreement, will be made except by mutual agreement of the University and the Union pursuant to collective bargaining.

B. Bargaining Unit Description

The bargaining unit consists of all those Postdoctoral Research Associates who receive a salary from Brown, those Postdoctoral Fellows and Postdoctoral Research Fellows who receive a stipend or salary through Brown ("Postdocs"), and Deans' Faculty Fellows who receive a salary from Brown ("Employee" or "Employees") (collectively, the "Bargaining Unit").

Excluded from the bargaining unit are all other employees of the University.

C. Bargaining Unit Information

Within the first two weeks of each month, the University shall share with the Union a list of all appointed Employees in the bargaining unit and the following information for each such Employee:

1. Name
2. Work phone number
3. Brown University email
4. Department
5. Work location (building)
6. Job title
7. Employee ID number
8. Date of hire
9. Annualized salary

Article 2: Union Rights

A. Union Orientation

Union representatives may attend and speak at all work-related orientations sponsored by the University.

1. The University shall notify the Union of such orientations as soon as practicable, but no later than ten (10) calendar days in advance.
2. Time allocated for Union Representatives is limited to sixty (60) minutes in any particular orientation session unless agreed upon at least five (5) business days in advance by the University.
3. The Union shall notify the University (or the relevant program administrator) of its intent to send representatives and will provide the name and contact information for a point of contact as soon as practicable. Space cannot be guaranteed if the program administrator is notified less than five (5) business days in advance of each orientation.
4. During the onboarding process for new Employees, an appropriate Union officer or representative shall be allowed thirty (30) minutes, without loss of pay, to discuss Union matters with said Employee.
5. The University shall provide space once per month for up to one (1) hour for representatives of the Union to meet with new Employees for orientation to the Union and the Agreement. Employees will be entitled to one (1) hour of release time to attend, without loss of pay.

B. Good-Faith Rules

It is understood that Employees, as defined in *Article 1: Union Recognition and Bargaining Unit Information*, may serve, from time to time, in roles or on committees related to and in support of Union business and the administration of this Agreement. The University will respect and not interfere with reasonable amounts of time Employees spend on such activities.

1. Official Business. Representatives of the Union shall be permitted to transact official business with appropriate representatives of the University at all reasonable times.
2. Rooms, Facilities, and Equipment. Where rooms, facilities, or equipment, such as duplicating, computing, and audiovisual, are available for meetings or use by other university unions, such rooms, facilities, or equipment will be made available to the Union in accordance with established University policies and procedures. Employees shall be allowed to book rooms in accordance with University guidelines for work-related meetings or functions.
3. Bulletin Boards. The Union may make posts on existing bulletin board space, if the space is not reserved for specific purposes, and in accordance with established University policies and procedures. This includes digital bulletin board

space, such as those present in the Employee's department.

C. Communication

1. The University shall, within one month of the ratification of this Agreement, make readily available on a University webpage a plain language summary of this Agreement written and prepared by the Union. The plain language summary shall note that it is the sole work of the Union and that this Agreement is the definitive agreement for all Employees.
2. The University shall make the full text of this Agreement available to members of the Union, the Brown community, and the public on the University website alongside other University collective bargaining agreements.
3. By October 15 of each year, the Union shall provide a list of those Employees who shall represent the Bargaining Unit in the adjustment of grievances, the processing of any disciplinary appeals, and in meetings with a Grievant or University representative, as well as in attending to other matters relating to the administration of this Agreement. The Union will update such a list periodically, as needed.

D. Labor-Management Committee

The purpose of the Labor-Management Committee is to discuss and resolve problems and processes of mutual concern. The committee shall be composed of no more than ten (10) members: up to five (5) representing the Union and up to five (5) representing the University. The Labor-Management Committee shall not have the authority to discuss or resolve grievances or to engage in collective bargaining during Labor-Management Meetings unless otherwise agreed to by the parties.

The Labor-Management Committee will meet no less than four (4) times each year and at other times as needed. If either party requests a Labor-Management meeting, parties will work to hold the meeting within two (2) weeks of its being requested. If either side will be bringing additional individuals to a meeting, they will notify the Labor-Management Committee at least two (2) days in advance. A meeting agenda will be established two (2) days prior to each meeting. Items may be added to the agenda at the beginning of each meeting by mutual consent.

Article 3: Union Security and Checkoff

A. Union Security

The University and the Union agree that it is a condition of employment that all Employees shall maintain Union membership or pay Fair Share Fees, as detailed in Section B of this Article below. The Union will provide the University with the links to agreeable electronic versions of Union membership and Fair Share Fee deduction forms. The University shall:

1. notify Employees at their time of hire of the existence of this Agreement; and
2. provide new hires with Union membership and Fair Share Fee payroll deduction information and links to the electronic forms provided by the Union in their initial employment acceptance material, and provide new hires with a fact sheet prepared by the Union.

B. Fair Share Fees

Employees have the right to, in lieu of Union membership, pay a Fair Share Fee (a service charge as a contribution toward the cost of administration of this Agreement and representation of Employees). The amount of such Fair Share Fee shall be determined by the Union in accordance with applicable law.

C. Authorization

An Employee may choose to have their Union membership dues (for those who become members of the Union) or their Fair Share Fees (for non-members) deducted from each paycheck during the periods they are performing services covered by this Agreement, as long as they have signed an authorization for such deductions in a form acceptable to the University and the Union. Authorization forms submitted to the University will be processed prospectively on the next feasible payroll period and not retroactively.

D. Amounts

Each year, the Union will establish and certify in writing to the University's designated representative the amounts of dues and Fair Share Fees applicable to bargaining unit members. This notification should be provided no less than thirty (30) days before it becomes effective. The effective date of any change in amount shall coincide with the beginning of an academic semester.

E. Committee on Political Education (COPE) Contributions

The University agrees to deduct voluntary contributions made by employees to the Union Committee on Political Education (COPE) and to remit said contributions to the Union in the same manner as Union dues and Fair Share Fees are remitted. Such contributions are strictly voluntary and can be in any amount as determined by the Employee. COPE deduction authorization forms shall be submitted to the University and will be processed prospectively on the next feasible payroll period as determined by the University and not retroactively.

F. Payroll Deduction

The Union will receive payroll deductions for any dues, fees, and/or contributions from any Employee in the bargaining unit during the period when the Employee is performing services covered by this Agreement and who has indicated in writing that they wish such deductions to be made. Deductions shall be made prospectively only and not retroactively.

1. Deduction. Each payday, the University will deduct any authorized deductions.
2. Revocation. An Employee may revoke an authorization by notifying the Union and the University or University-designated office in writing.
3. Notification. Members' dues deduction, Agency Fee deduction, and revocation forms voluntarily completed by an Employee will be submitted to the Union. The Union must communicate all membership dues, Agency Fee, or revocation statuses for each Employee to the University within one (1) week of the form's submission.
4. Remission of Dues. On or about the fifteenth (15th) day of the month following the deductions, monies so deducted by the University will be transmitted by mail or electronically to the Union Treasurer or other Union designee.

G. Indemnification

The Union hereby agrees that it will indemnify, defend, and otherwise hold the University harmless against any and all claims, demands, actions, or proceedings by an Employee for any reason or action taken or not taken by the University pursuant to this Article.

Article 4: No Strikes-No Lockouts

The Union, its representatives and agents, and Employees — acting in their capacities as members of the bargaining unit — will not engage in, call for, encourage, or condone any strike, work stoppage, slowdown, sympathy strike, or other interference with or disruption of the University's operations or activities during the term of this Agreement or any extension of the Agreement. Further, there will not be any sympathy strike whether sanctioned by the Union or any member of the Union, or not sanctioned, during the term of this Agreement.

Should any of the above actions occur, the Union will immediately notify the individuals involved in any activity in contradiction of this Article that their actions are contrary to the Agreement and they are to cease such activity and resume the responsibilities of their position. Following notice from the Union or University, any individual who continues to violate this Article may be subject to discipline as provided for in the Agreement and/or through other University policies, up to and including dismissal from their position.

The University agrees not to lockout any of the Employees covered by this Agreement during the term of the Agreement and any extension of the Agreement.

Actions taken by individual Union members under their own volition are not governed by the terms of this Agreement. Should members of their own volition engage in any strike, work stoppage, slowdown, sympathy strike, or other interference with or disruption of the University's operations and activities, they may be subject to discipline as laid out in this Agreement for unapproved absence from work. No Employees will be required to perform replacement labor during a labor action.

Article 5: Equal Employment Opportunity and Non-Discrimination

A. Statement of Values

Unlawful discrimination or harassment has no place at the University and offends the University's core values, which include a commitment to equal opportunity, diversity and inclusion. The University and the Union hereby affirm a mutual commitment to affirmative action and community that is truly integrated, diverse, and inclusive and agree that there shall be no discrimination or harassment based on federal and state law, University policy, and factors defined below in the application of this Agreement.

B. Statements of Policy

Brown University policy statements on discrimination and harassment reflect Brown's commitment to creating and maintaining educational and working environments that are free of any unlawful discrimination. The University recognizes its legal obligations to pursue that same goal, including with regard to this Agreement when the act or activity pertains to or is directly related to the Employee's specific status or function, under applicable Federal and State statutes, which include Title IX of the Education Amendments of 1972, Title VI and Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act, and the Rehabilitation Act of 1973.

The University and the Union agree not to discriminate or permit harassment on the basis of an impermissible factor including race, color, caste¹, religion, age, national or ethnic origin, disability, status as a veteran, sexual orientation, gender identity, gender expression or sex or any other characteristic protected under applicable federal or state law or University policy. In the spirit of a mutual commitment to a truly integrated, diverse, and inclusive community, the University and the Union further agree not to discriminate or permit harassment based on Union membership or Union activity; participation in a grievance or complaint process (formal or informal) provided under this Agreement; marital, parental, or pregnancy status; citizenship status; appearance, including height or weight when height or weight are related to existing protected categories such as gender or disability; genetic information; or health or health history.

More generally, in keeping with University policy, instances of harassment, bullying behavior, or retaliation of any kind are prohibited. This kind of behavior includes but is not limited to power-based harassment, which is abusive or intimidating behavior by individuals who hold supervisory authority over students or Employees, when such conduct interferes with or limits an Employee's ability to perform their job and thus creates a hostile work or learning environment.

¹ Caste is a system of rigid social stratification characterized by hereditary status and social barriers sanctioned by custom, law, or religion. Caste-based discrimination and harassment can be of particular concern to some members of South Asian descent.

C. Non-Retaliation Policy

University policy prohibits taking any retaliatory action for reporting or inquiring about alleged improper or wrongful activity. The University will not tolerate any form of retaliation against an Employee for making a good faith report of potential university-related legal or policy violations, including but not limited to allegations of discrimination and/or harassment. No Employee shall be adversely affected by the University because they refused to carry out or endorse a directive which constitutes fraud, poses a danger to health or safety, or is a violation of local, state, federal, or other applicable laws and regulations. Any attempted or actual retaliatory action covered under this Policy will be subject to disciplinary action, up to and including termination. The University will investigate any complaint of alleged retaliation.

D. Employee Responsibilities

The Union acknowledges that Employees covered by this Agreement are subject to University policies prohibiting discrimination and harassment, as referenced in this Article. Employees acting in a teaching or supervisory capacity, including laboratory supervisors, are subject to the same reporting requirements for their students or those they supervise as other teachers and supervisors, and the University shall provide training regarding these requirements. Employees are held to the same standards prohibiting discriminatory treatment as other teachers and supervisors with regard to their treatment of the students and others they teach or supervise.

E. Definitions of Discrimination and Harassment

The University has established policies which define and prohibit discrimination and harassment and which apply to all Employees. These relevant policies include the "[Sexual Misconduct Policy](#)" and the "[Nondiscrimination and Anti-Harassment Policy](#)" and the "Americans with Disabilities Act." Definitions of discrimination and harassment specific to this Agreement, and consistent with those University policies, follow below and are included here for informational reference. The Union and the University acknowledge that as an employer, the University is subject to compliance with federal, state, and local law, including regulations, guidance, court decisions, and other external factors (collectively "the law") which may change from time to time and are beyond the control of the University and outside the terms of this Agreement. If there is a conflict between this Agreement and University policy, this Agreement shall be controlling, provided that this Agreement does not limit or interfere with the University's compliance with the law.

During the life of this Agreement, should the Office for Civil Rights of the United States Department of Education issue new formal rules under its Title IX authority that require the University to modify its current Title IX policies and procedures, the University shall notify the Union at the earliest possible opportunity of its intent to modify its current

Title IX policies. The University shall also notify the Union at least fourteen (14) days in advance of the finalizing of any such changes, and provide an opportunity at least seven (7) days in advance for the Union to meet and discuss in good faith the proposed changes.

Unlawful discrimination is defined by federal and/or state statute to include unfavorable or unfair treatment of a person or class of persons because of an impermissible factor: race, color, religion, sex, national origin, age, disability, veteran status, sexual orientation, gender identity, and gender expression.

Unlawful harassment is harassment that refers to or is based upon the protected status of the person or persons being harassed, as defined by relevant federal and/or state statutes or University policies. Unlawful harassment in the work and educational environment is created if conduct of another person is sufficiently severe or pervasive such that it interferes with an Employee's ability to perform their job or denies or limits a student's ability to participate in or benefit from the University's programs and thus creates a hostile work or learning environment.

In evaluating whether a hostile environment exists, the totality of known circumstances shall be considered, including, but not limited to:

1. The frequency, nature, and severity of the conduct;
2. Whether the conduct was physically threatening;
3. The effect of the conduct on the grievant's mental or emotional state;
4. Whether the conduct was directed at more than one person;
4. Whether the conduct arose in the context of other discriminatory conduct;
5. Whether the conduct unreasonably interfered with the grievant's educational or work performance and/or University programs or activities; and
6. Whether the conduct implicates concerns related to academic freedom or protected speech.

Sexual Harassment is any unwelcome sexual advance, request for sexual favors, or other unwanted conduct of a sexual nature, whether verbal, non-verbal, graphic, physical, electronic, or otherwise, when one or more of the following conditions are present:

7. Submission to or rejection of such conduct is either an explicit or implicit term or condition of, or is used as the basis for decisions affecting an individual's employment or advancement in employment, evaluation of academic work or advancement in an academic program, or basis for participation in any aspect of a Brown University program or activity (quid pro quo); and/or
8. Such conduct has the purpose or effect of unreasonably interfering with an individual's learning, working, or living environment; in other words, it is sufficiently severe, pervasive, or persistent as to create an intimidating, hostile, or offensive learning, working, or living environment under both an objective

and subjective standard (hostile environment).

Gender-Based Harassment includes harassment based on sex or gender, sexual orientation, gender identity, or gender expression, which may include acts of intimidation or hostility, whether verbal or non-verbal, graphic, physical, or otherwise, even if the acts do not involve conduct of a sexual nature.

Gender identity or expression means a gender-related identity, appearance, expression of behavior of an individual, whether actual or perceived, and regardless of the individual's assigned sex at birth.

F. Applicability of This Article

Discrimination and/or harassment directed against any person(s) covered by this Agreement shall be strictly prohibited ("Prohibited Conduct"). For the purposes of this Agreement, this Article pertains to acts of Prohibited Conduct committed against the Employee when the act or activity pertains to or is directly related to the Employee's specific status:

1. The conduct occurs on Brown University premises; and/or
2. The conduct occurs in the context of a Brown University employment, education, or research program or activity, including but not limited to Brown University-sponsored study abroad, research, internship, mentorship, summer session, or other affiliated programs or premises, or fieldwork activities; and/or
3. The conduct occurs outside the context of a Brown University employment, education, or research program or activity, but (a) has continuing adverse effects on Brown University premises or in any Brown University employment, education, or research program or activity or (b) occurs in close proximity to Brown University premises and is connected to hostile conduct on Brown University premises.

G. Processes for Complaints of Discrimination and Harassment

1. Employees may seek to resolve complaints of alleged discrimination or harassment in the workplace by the University (as opposed to discrimination or harassment alleged against an individual or individuals who are not party to this Agreement), including complaints regarding remedial and protective measures taken or made available to Employees, under the grievance procedure in accordance with *Article 24: Grievance Procedure* of this Agreement. Complainants may also proceed with the procedures of the University Office that handles such discrimination or harassment claims, regardless of whether they choose to pursue resolution through the grievance procedure in this Agreement. The Union will encourage Employees to file complaints of alleged discrimination

or harassment by an individual or individuals who are not party to this Agreement with the relevant Brown office.

Employees may consult with and be accompanied by an advisor of their choice, including a Union representative at any and all steps, preliminary or otherwise, of the formal complaint procedures regarding any complaints of the types discussed in this Article.

2. Regarding allegations of discrimination and harassment against an individual or individuals who are not party to this Agreement, if the Union determines that the findings of the University office that handles such discrimination or harassment claims, or actions of this office, constitute a violation of this Agreement, the Union may take the matter to mediation by serving notice in accordance with *Article 24, Grievance Procedure*. The University shall be responsible for covering the full cost of mediation for a period of two (2) days, after which the University and the Union will split the costs evenly.
3. With regard to complaints of alleged discrimination or harassment in the workplace by the University (as opposed to discrimination or harassment alleged against an individual or individuals who are not party to this Agreement), including complaints regarding Remedial and Protective Measures taken or made available to Employees by the University, an Employee who alleges a violation of this Article may file a grievance at Step Two.
4. Any such Step Two grievance will be processed in accordance with *Article 24: Grievance Procedure* of this Agreement.
5. If the grievance is not resolved at Step Two, the Union may pursue arbitration. The arbitrator will be selected from a panel of arbitrators that have been previously agreed upon by both parties. The parties shall identify arbitrators with experience in discrimination and harassment cases. If they cannot, the parties can request a list from the American Arbitration Association (“AAA”) and the arbitration shall proceed under the Voluntary Labor Arbitration Rules of the AAA.
6. The arbitrator shall decide whether or not this Article has been violated and what remedy, if any, is due to the Employee. The arbitrator shall not have the ability to impose any discipline, sanctions, or other penalty upon any individual.
7. Except as set forth in this Article, the other arbitration rules and other limitations on the arbitrator’s authority delineated in *Article 24: Grievance Procedure*, of this Agreement will apply with equal force to a grievance over claimed violations of this Article.

8. Nothing in this section shall be construed to prevent an Employee who alleges discrimination under this Article from exercising constitutional or statutory rights which might be available in addition to what is provided in this Article, including but not limited to the right to contact the United States Department of Education's Office for Civil Rights.

H. Remedial and Protective Measures

Brown University will take and/or make available reasonable and appropriate measures to protect an Employee's access to Brown University employment or education programs and activities regardless of whether they choose to file a complaint under the applicable University procedures and/or exercise their constitutional or statutory rights. These measures may be both remedial (designed to address a complainant's safety and well-being and continued access to employment opportunities) or protective (involving action against a respondent). Remedial and protective measures, which may be temporary or permanent, may include counseling and emotional support, no contact and communication directives, residence modification, work schedule modification, workplace accommodations or assistance, escort, voluntary leave of absence, interim suspension, administrative leave, restrictions on campus activities, and other remedies as reasonable and appropriate. An Employee seeking relief under this section shall have the right to have an authorized Union Representative present at any point.

Remedial and protective measures are available to all members of the Brown University community through the appropriate offices, including Title IX. For purposes of this Agreement, the University and the Union acknowledge that matters specific to the terms and conditions of employment as members of this Collective Bargaining Unit may need to be addressed from time to time. An Employee seeking remedial and protective measures related to their employment may do so through the Office of Equity Compliance and Reporting, Ombudsperson, or the office of the appropriate dean at any time. The appropriate dean, in coordination with other offices as necessary and appropriate, may provide any of the remedial and protective measures referenced above with as minimal disruption to their employment as possible, including work schedule modifications and other reasonable accommodations. The appropriate dean has the discretion to ensure the appropriateness of any measure.

At the Union's request, during any regular or special Labor Management Committee Meeting, the University will report relevant information relating to requests for remedial and protective measures.

I. Union Activities or Membership

Neither the University nor the Union shall discriminate against, intimidate, restrain, coerce, or interfere with any Employee because of, or with respect to, their lawful Union

activities or membership or the right to refrain from such activities or membership. In addition, there shall be no discrimination against any Employee in the application of the terms of this Agreement because of membership or non-membership in the Union.

J. Accommodations for Employees with Disabilities and/or Pregnancy

Consistent with the requirements of the Americans with Disabilities Act, the Individuals with Disabilities Education Act, and the Rehabilitation Act of 1973, the University will provide a qualified disabled Employee with such reasonable accommodation necessary for the performance of their essential functions.

The University shall also provide reasonable accommodations to an Employee for pregnancy or pregnancy-related conditions (examples include, but are not limited to, morning sickness and lactation).

Article 6: International Employees

A. Assistance through The Office of International Student and Scholar Services

As a leader in higher education, Brown University is committed to attracting the best minds from around the world to support its mission of distinguished research and academics. Brown's Office of International Student and Scholar Services ("OISSS") provides support and advice on visa issues as they relate to the employment relationship with the University. The University does not provide legal advice to Employees, but OISSS can help refer Employees to attorneys if the Employee is in need of immigration advice unrelated to their employment relationship with the University.

B. Attendant Circumstances for Remote Work

In cases where an Employee is unable to return to the United States as a result of the Employee's immigration status, and for reasons outside of the Employee's reasonable control (e.g., administrative processing), the University shall undertake reasonable efforts within the constraints of immigration law, work authorization, and subject to the work supported by the funding source, to arrange for the Employee to temporarily perform their duties outside the U.S. Where possible, the University will notify the Union. The parties recognize and agree that Federal and State laws and regulations, including applicable tax codes, apply to such situations and the University must comply with all relevant laws and regulations.

C. Resumption of Duties

If the University is not able to lawfully employ or continue to employ an Employee as a result of the Employee's immigration status, the University shall hold the position open for sixty (60) calendar days in order for the employee to obtain alternative work authorization or non-University sponsored immigration status that permits them to work as an Employee. If lawful status is obtained thereafter, reemployment shall depend on several factors, including, but not limited to, availability of lab space and research funding. Any determination made under this section is not grievable.

D. Time Off for Visa and Immigration Proceedings

Employees shall have the right to reasonable time off, outside of their paid time off, in order to attend visa and immigration proceedings for themselves or their spouse or children. Any paid time off used for visa and immigration proceedings after communication with the supervisor will be restored in a timely fashion. Employees shall make such requests with as much advance notice possible and, if requested, provide supporting documentation to the University. Requests shall not be unreasonably denied.

E. Timely Completion of Documents

The University will make best efforts to timely complete work authorization documentation and visa paperwork for which the University is responsible, so that Employees can obtain or extend their visas, and do not experience delayed start dates, paychecks or benefit coverage. Employees may contact OISSS for questions concerning visa processing. The Union may raise concerns regarding timely processing to Labor Relations.

F. Meeting to Discuss International Issues

Upon the Union's Request, the Union and University will meet up to three (3) times in the calendar year to discuss issues arising from International Postdoctoral employment, immigration status, and visas. The parties may add additional meetings by mutual agreement.

G. Visa Types and Cost Reimbursement

Upon an Employee's request, OISSS will meet with the Employee, in conjunction with their supervisor, to discuss their visa status and Brown-approved sponsored visa type, including eligibility considerations and legal criteria. The University will pay all filing fees required to be paid by the employer and, if required for employment reasons, premium processing fees.

Employees may request reimbursement for necessary administrative fees, travel expenses, and other approved expenses incurred in connection with obtaining or renewing their individual entry visa stamp for the purposes of their Brown postdoctoral employment. Reimbursement requests must be submitted after the employee has arrived on campus. The decisions of the University regarding reimbursement requests, including eligibility for and amount of reimbursement, are final and not grievable. The total reimbursement amount shall not exceed One Thousand Five Hundred and 00/100 Dollars (\$1,500.00) per employee, per fiscal year. Reimbursable expenses must not have been covered by any other university or external funds associated with employment, including transitional pay supplements, hardship and emergency funds, or other university programs. If the University has paid employment-related visa fees in excess of One Thousand Five Hundred and 00/100 Dollars (\$1,500.00), including premium processing fees, the University will not provide reimbursement to the employee. Expenses related to legal fees, visas for family members or other associates of the Employee, and support for a situation in which the Employee has a pending or active judicial warrant or is currently under investigation for criminal and/or visa status violations are not reimbursable. Employees are responsible for expenses exceeding this reimbursement cap, as well as any expenses not directly related to obtaining or renewing their entry visa stamp. Only travel that is consistent with Brown's [Travel Policy](#) may be reimbursed.

Article 7: Appointments

A. Parameters of Appointments

This Article sets forth parameters for appointments and assignments for Employees across the University's schools, departments and programs. The University, the Union, and the Employee acknowledge the variety of appointments that are given to Employees and the need for flexibility in adapting assignments to individual program, faculty and Employee needs. Therefore, there is agreement that the University shall have reasonable latitude in the appointment terms and duties. The sole remedy that an Employee who is dissatisfied with the exercise of flexibility may seek, unless otherwise stated in this Article, is a discussion of such modifications from the general parameters and, to the extent feasible, the University will examine its action to determine if there are potential adjustments that are responsive to the issues raised by an Employee.

B. Written Letter of Appointment

Each appointment, reappointment, or assignment to an Employee position shall be made by the University in writing and shall state the basic terms and conditions of the appointment, reappointment, or assignment, to the extent known at the time.

C. Minimum Length of Appointment

Appointment or reappointment to a position covered by this Agreement shall be for a minimum term of one (1) year. Nothing in this Article shall prevent or discourage the University from making appointments or re-appointments that exceed one (1) year. Employment job postings must accurately reflect the length of the initial appointment. This section does not apply to Dean's Faculty Fellows or Brown Doctoral Students who have completed their PhD and are immediately appointed solely for specific assignments. A one-time appointment extension of less than one year may be granted in exceptional circumstances when mutually agreed upon between the supervisor and Employee.

D. Appointment Renewals

If an appointment to a position covered by this Agreement is to be renewed, the University will endeavor to provide notice at least three (3) months prior to the end of the Employee's existing appointment term.

E. Timely Notice of Letter of Appointment and Email Access

The University shall make reasonable efforts to provide an initial letter of appointment at least sixty (60) days in advance of the start date. For positions that will be renewed or extended, the University shall make reasonable efforts to provide renewal letters of appointment at least three (3) months in advance of the expiration of the original contract.

F. Appointment Letter Contents

The letter(s) of appointment shall include, subject to the qualifications and flexibility

around timelines described above, the following information:

1. Appointment title;
2. Effective starting and, if known, the end dates of the appointment;
3. Employment unit (e.g., department, institute, center, etc.) and name of the anticipated supervisor;
4. Amount of salary and/or stipend attributable to instructional or research services for the term of the appointment;
5. A description of the general duties that the Employee will be required to perform to the extent known at the time of the issuance of the Letter of Appointment;
6. Assigned hours where known and relevant to the appointment;
7. Inclusion in the bargaining unit for the period of the appointment;
8. Contact information for questions regarding appointments, working conditions, and benefits; and
9. Inclusion of the following information: Postdocs at Brown are represented by a Union, the Brown Postdoc Labor Organization (BPLO). As such, you are entitled to the benefits negotiated under the current collective bargaining agreement. To learn more, please visit <http://www.bplounion.org/new-hires/>

G. Administration of Appointments

The University and the Employee will make best efforts to ensure that all administrative paperwork for appointments and reappointments is completed on time such that Employees do not experience delayed paychecks or benefit coverage. All efforts will be made to ensure the first paycheck is delivered via direct deposit.

Article 8: Onboarding Supplement for New Employees

To assist with moving and onboarding expenses, employees whose appointments begin on or after the date of ratification of this Agreement will receive a one-time payment in the amount of Three Thousand and 00/100 Dollars (\$3,000.00), subject to applicable taxes and withholdings. This section does not apply to Deans' Faculty Fellows or Brown Doctoral Students who have completed their PhD and are immediately appointed solely for specific assignments.

Article 9: Training, Orientation, and Professional Development

A. Training and Orientation

The University shall pay associated fees and provide paid time for Employees to attend required, supervisor approved work-related trainings, orientations, workshops and courses.

B. Professional Development

The University and the Union agree that adequate opportunities for training and professional development are essential. The University will maintain support for training and professional development programs for Employees, including offerings of the Office of University Postdoctoral Affairs (“OUPA”) and the Brown Postdoc Council (“BPC”). Nothing in this Agreement will preclude the University from enhancing the training and professional development programs provided to Employees.

C. Individual Development Plan

Employees are encouraged to develop an Individual Development Plan (“IDP”). If the Employee chooses to submit an IDP to their supervisor for discussion, the supervisor(s) will review the IDP, share their knowledge about available development opportunities with the Employee, and provide advice about possible revisions to the IDP as needed. The Employee and the supervisor(s) may engage in ongoing discussions regarding the IDP. IDPs may be a requirement of some departments, programs, or funding mechanisms.

D. Performance Review

Supervisors shall provide their Employees with at least one written review per 12-month period as if required by the program or department. This review is a comprehensive assessment of the Employee’s progress in teaching, research, and other responsibilities. The supervisor may use an independently developed or a pre-established form when conducting the review. Supervisors who deem their employees to be underperforming will follow the processes in *Article 23: Discipline and Discharge*.

E. Disputes

The contents of IDPs and Performance Reviews are not grievable and nothing in this Article shall be arbitrable. In the event the Employee disagrees with the substantive aspects of the review, the Employee may discuss the review with the Department Chair or Unit Director. If the Employee does not receive an appropriate response from the Department Chair or Unit Director, or if the disagreement is with the Department Chair

or Unit Director, the disagreement may be escalated to the appropriate Dean. Any Employee may file an addendum to their personnel file disputing a review. The addendum and the review will be held together.

Article 10: Employment Files

A. Contents of Employment Files

The term “employment file” means documents maintained by the University, including, but not limited to, letters of appointment or reappointment to a position covered under this Agreement, revision or termination of such appointment, related work evaluations, and any disciplinary action related to such appointment. Employment files may contain letters of recommendation that were solicited as part of the hiring or renewal process with the assurance of confidentiality.

B. Grievances

Documents related to filed Union grievances will not be part of the employment file.

C. Timely Access to Employment File

Upon request to their departmental administrators, Employees shall be granted access to their University employment file within ten (10) business days. Confidential letters of recommendation will not be provided to Employees.

D. Right to Review

Employees have the right to review and have a copy made of material in their employment file.

E. Removal of Material

Employees may not remove any documents or items from their employment file.

F. Written Disputes

If an Employee disagrees with any information that is contained in the employment file, the Employee may submit a written statement commenting upon the information. Such a statement will be maintained as part of the employment file.

G. Confidentiality of Employment Files

Employment files contain records that are necessary and relevant for University business and are the sole property of the University. Employment files are kept confidential and are used only for University business and when required by a lawful subpoena or by court order that has been properly served by one having the authority to do so. The University will notify the Employee of such a request when it is received.

Article 11: Workplace and Materials

A. Access to Workspace and Materials

The University shall provide Employees with access to workspace, facilities, equipment, and materials, as well as access to the internet and other network resources necessary to perform their assigned duties. Access to materials required to complete the Employee's workload will be provided at no cost. Such materials may include, but are not limited to, space to prepare for class (individual or shared), after-hours and weekend building access, library privileges, studio space, storage space, office supplies, office equipment, basic software and hardware, basic lab equipment, grading software, and audio/visual presentation equipment.

University space is compliant with applicable laws and regulations, including the Americans with Disabilities Act. Depending on the nature of the issue, Employees with concerns regarding workspace should notify the Union as well as their supervisor, University Human Resources, the Office of University Postdoctoral Affairs, Department Chair, and/or the relevant University office responsible for handling the concern.

B. Reimbursements

If an Employee, with prior approval, is required to purchase any materials, equipment, or services, such as those referenced in Section A, the University shall reimburse the Employee in a timely manner according to the University's [Expense Reimbursement Policies](#). The Employee is responsible for following all University policies and deadlines for reimbursement. The Internal Revenue Service ("IRS") states that expense reimbursement requests must be substantiated within a reasonable time frame, i.e., within sixty (60) days from the date of the expenditure. At Brown, the date an expense report is started in Workday is the date used to determine timely substantiation. Any reimbursement of an expense not substantiated within sixty (60) days is considered gross income subject to tax withholding and will be processed through payroll and reported on a W-2 form. Should an Employee submit for reimbursement outside of the sixty (60) day window due to circumstances beyond their control (e.g., prohibited by supervisor from submitting due to grant limitations), the University agrees to provide a reasonable additional sum to offset the additional expense.

C. Access to Technology

Employees will have access to computers with internet access, printers, photocopying, and tech support in order to fulfill work responsibilities. The Employee will be provided with a computer (PC or Mac, desktop or laptop, etc.) that is suitable for the purposes of work required for their employment within two weeks of the start date. Should circumstances arise that the computer is no longer appropriate for the Employee to

fulfill their work responsibilities, the Employee will be provided with a suitable alternative. The computer(s) are property of Brown University and must be returned upon completion of employment.

D. Accommodations

The University will comply with all relevant laws relating to providing reasonable accommodations to individuals with disabilities, including but not limited to job-related furniture and equipment. Employees requesting accommodation must cooperate with the University's policies and procedures to receive accommodations.

Article 12: Health and Safety

A. Commitment to Health and Safety

The University, the Union, and Employees covered by this Agreement are committed to maintaining a safe and healthy work environment.

B. Health and Safety Compliance

In order to maintain a safe and healthy work environment, the University and its Employees will comply with all applicable local, state and federal laws pertaining to health and safety, including Occupational Safety and Health Act (“OSHA”) regulations and the University’s health and safety policies, procedures, and training requirements. Employees will not be subjected to retaliation for reporting or inquiring about a health and safety concern. Employees are able to request first aid supplies to be provided by the office of Environmental Health and Safety.

C. Asbestos, Lead, and Mold Removal

Consistent with University procedures, the University will provide advance notice to affected Employees for asbestos removal project(s) and/or lead or mold remediation in their immediate work area.

D. Equal Access to Clean Water

All Employees have access to clean water in the Brown-managed buildings in which they work. Water will be made accessible for Employees, regardless of their ability, including delivery to the appropriate dispenser location within a building. Water dispensers will be regularly restocked and monitored by Facilities Management. Water dispensers will be regularly cleaned and maintained by Facilities Management or the appropriate contractor following manufacturer’s guidelines.

E. Reporting Unsafe Working Conditions

In accordance with OSHA guidelines, an Employee will not be required to work in conditions which pose an immediate danger to their health and safety. If an Employee is aware of an unsafe working condition, the Employee must report the unsafe condition to their supervisor and/or the University’s Office of Environmental Health and Safety (“EHS”) for evaluation and appropriate follow-up.

F. Personal Protective Equipment

The University will provide Personal Protective Equipment (“PPE”) deemed necessary by OSHA or any local, state, or federal regulations for safely carrying out assigned duties.

G. Ergonomic Workspaces

The University will make reasonable efforts to provide ergonomic workspaces for Employees, as needed.

H. Ensuring Safe and Healthy Workspaces

Employees will communicate and meet as needed with EHS, in order to share information and provide helpful suggestions to create and maintain a safe and healthy work environment.

I. Air Quality

The University maintains and operates all University buildings, spaces and facilities in compliance with applicable state and federal regulations with regard to indoor air quality (“IAQ”). When there are concerns about IAQ within a university space, departments are encouraged to first contact Facilities Management Service Response to seek resolution. EHS staff are available to meet with departments where health and safety concerns related to IAQ are present. EHS has basic IAQ equipment to assist in the identification of potential indoor air quality problems. If it is determined that air purifiers are needed short-term to address indoor air quality concerns, these will be provided by the university. As a general principle, if significant air quality issues are found or suspected, these areas will be restricted from access until they can be made safe again without the use of air purifiers.

Article 13: Workload

A. FLSA-Exempt Status

Employees covered by this Agreement are FLSA-exempt professional appointees.

B. Workweek

The workweek for FLSA-exempt appointees is normally Thirty-Seven and one-half (37.5) hours, with the emphasis placed on meeting the responsibilities assigned to the position, on making progress toward their professional goals, and on demonstrating their research and creative capabilities, rather than on working a specified number of hours. Required work schedules must be reasonable and related to the research needs. In recognition of the professional exempt status of Employees, assigned work schedules provide the flexibility to meet research goals and to occasionally allow a schedule of more or less than Thirty-Seven and one-half (37.5) hours in a week.

C. Overtime

Employees covered by this Agreement shall not receive overtime compensation or compensatory time off.

D. Standard Business Hours

The University acknowledges as a general principle that obligations of assigned positions should be met primarily during standard working hours (8:30 am to 5:00 pm, weekdays). The Union acknowledges as a general principle that the nature of the work performed by Employees involves obligations outside of these hours, such as classes or other academic activities scheduled in the evening, and laboratory responsibilities, such as ongoing experiments, that must be attended to at night and on weekends.

The parties acknowledge as a general principle that events, programs, electronic communications, and expectations that are a condition of employment outside of these hours may unfairly disadvantage some Employees, and should be kept to a minimum. Employees cannot be penalized when they reasonably refuse to monitor, read, or respond to a work-related contact or attempted contact from a supervisor or a related third party outside of the Employees' standard working hours. Any act of retaliation from a supervisor resulting from the Employee not responding to contact outside of standard working hours is a grievable offense as described in *Article 24*.

As is the case with faculty and staff, departments are expected to follow best practices regarding family-friendly scheduling. This does not mean that all events outside of standard business hours should be prohibited. Rather, it means that those engaged in programming should be conscious of the exclusions created by after-hours events and should take proactive steps to accommodate Employees who may have difficulty

attending events on evenings and/or on weekends. Departments are expected to refrain from regularly scheduling events or meetings that are a condition of employment outside of standard business hours.

E. Protections on Class Size

Recognizing that the size of classes has an impact on the workload of the Employee, the University and the Union agree that for Employees who do not have the authority to allow or deny overrides for students in their classes:

1. Each department in which Employees serve in teaching roles will establish a class and/or section size policy that is consistent with the class size limit placed on the course for purposes of student registration. This class size policy will include, but need not be limited to, the maximum number of students in each section (recognizing the potential for reduction within sections with regard to programmatic need). The class size policy will be provided in writing to any Employee upon request.
2. The department will have available, in writing, the method(s) for handling override authorization forms and person(s) who are authorized signers. In the event the Department seeks to override class size limits, it will only do so after consultation with the Employee and make every effort to keep any increase to a minimum for a specific course section or class. No Employee shall be required to accept enrollees in excess of the maximum class or section size.

The determining factor governing class size and the number of students for which an Employee should hold teaching and/or grading responsibility must be compliant with the Thirty-Seven and one-half (37.5) hour workload outlined earlier in this Article.

Article 14: Academic Freedom and Protections

A. The Importance of Academic Freedom

Academic freedom is essential to the function of education and to the pursuit of scholarship in universities. Therefore, Brown University, mindful of its historic commitment to scholarship and to the free exchange of ideas, affirms that Employees, pursuant to their appointment as Postdocs or Deans' Faculty Fellows shall enjoy full freedom in their teaching, learning, and research as described in the University's commitment to academic freedom in the Faculty Rules & Regulations.

B. Bargaining Unit Member Protections

Brown University also affirms that Employees shall have the freedom of religious belief, of speech, of press, of association and assembly, of political activity inside and outside the University, the right to petition the authorities, public and University, to invite speakers of their choice to the campus, and that Employees as such should not be required to take any oath not required of other citizens. The time, place, and manner of exercising these rights on the campus shall be subject to reasonable regulation only to prevent interference with the normal functions of the University as described in the University's commitment to academic freedom in the [Faculty Rules & Regulations](#) and in other University policies.

C. Artificial Intelligence

The University agrees to notify and will discuss with the Union as part of regular labor-management meetings about any Artificial Intelligence-related policies impacting working conditions.

D. Updates to University Policy on Academic Freedom

The University agrees to notify and discuss with the Union any changes to policies pertaining to Academic Freedom.

Article 15: Travel

A. Funding for Employment-Related Travel

An Employee who is required to travel as part of their duties shall receive travel advances, direct travel funding, or timely reimbursement of expenses in accordance with the reimbursement policy outlined in *Article 9* and/or University or departmental travel policy. The University agrees to cover approved travel expenses in the event a direct supervisor is unable to reimburse the expenses due to unforeseen circumstances.

B. Business Travel Accident Insurance

Employees are covered by the University's Business Travel Accident Insurance Policy during employment-related travel.

C. Employee Responsibilities

Employees are responsible for adhering to the University's travel-related policies, including but not limited to meeting preauthorization and/or reimbursement request deadlines, registration requirements, and spending limits.

Article 16: Copyright and Intellectual Property

A. Right to Report

Employees are governed by, subject to, and have rights as outlined in the University's [Copyright Ownership and Use Policy](#), as may be amended from time to time.

Complaints regarding intellectual property are processed solely in accordance with University policies and related procedures, which may be amended from time to time by the University.

B. Employees as Principal Investigators

In accordance with University policy, an Employee may act as a principal investigator for external funding proposals and applications if eligible according to Brown's [Principal Investigator Eligibility for Externally Sponsored Awards Policy](#).

C. Protection against Retaliation

The University will not engage in any form of retaliation against an Employee who engages in a good faith effort to assert rights or otherwise participates under the University's [Copyright Ownership and Use Policy](#).

D. Policy Meeting

If requested by the Union, the University will agree to a meeting with appropriate University representatives and Union representatives to discuss, answer questions, and offer suggestions about the University's Copyright and Intellectual Property policies.

Article 17: Research Integrity and Misconduct

A. Right to Report

Employees are governed by, subject to, and have rights as outlined in the University's Research Misconduct policies, as may be amended from time to time. Complaints regarding research misconduct and integrity will be processed solely in accordance with University policies and related procedures, which may be amended from time to time by the University.

B. Authorship in Scholarly or Scientific Publications

Brown University publishes Guidelines on Authorship in Scholarly or Scientific Publications. Conflicts related to authorship will be handled following the process described in the Guidelines.

C. Protection against Retaliation

The University prohibits any form of retaliation against an Employee who engages in a good-faith effort to assert rights or otherwise participates under the University's Research Misconduct policies.

Article 18: Leaves of Absence and Time Off

A. Leave and Time Off Policy

All Employees' leaves of absence and time off, including, but not limited to, medical leave, parental leave, and personal leave, as well as time off for illness, jury service, bereavement, special time-off, and holidays, will be governed by this article and guidelines set by University Human Resources ("UHR"). If there is any inconsistency, ambiguity, or conflict between UHR and the terms set here, Brown agrees to meet with the Union to review the issue. Employees considering any leave or time off are encouraged to review, depending on their circumstances, whether accommodations are suitable through the appropriate University office. All full-time and part-time Employees who work more than Fifty Percent (50%) Time are eligible for a leave of absence. In consideration of the unique nature of postdoctoral and Deans' Faculty Fellow appointments as time-limited, transitional positions, Employees covered by this contract are exempt from the UHR requirement that they must have completed their probationary period to be eligible for leaves under these policies.

A leave is generally granted with the expectation that the Employee will return to their regular service at the conclusion of the leave to complete their full term of appointment. No Employee is guaranteed an appointment beyond the stated term of service as a result of taking a leave, with the exception of Employees who have been granted medical leaves, parental/child care leaves, personal leaves to care for an ill family member, or military leaves. The appointment of those Employees is continued at least to the end of the period of the leave, if it is longer than the stated term of service.

In the event that the source of external funding for a Postdoctoral Research Fellow or Postdoctoral Fellow specifies leave provisions that differ from those stated above, the leave provisions of the funding source shall apply. The external source of funding will continue to be responsible for covering compensation during the leave. Notifications and approval requirements of the external funding agency must be followed.

B. Unpaid Leaves

1. Family and Medical Leave Act ("FMLA"): Employees may request FMLA leave for their own serious medical condition, a covered family member's serious medical condition, or parental leave, which includes birth of child, adoption, foster, and bonding. FMLA leave provides job protection and benefit continuation up to Twelve (12) weeks for employees that have at least one year of service and work at least One Thousand Two Hundred Fifty (1,250) hours per year. The Rhode Island Parental and Family Medical Leave ("RIPFML") offers Thirteen (13) weeks of protection and runs concurrent with FMLA. The maximum leave duration for FMLA leave is Twelve (12) weeks, and the

maximum leave time for RIPFML leave is Thirteen (13) weeks. When applicable, these leaves will run concurrently with each other (e.g., an employee cannot take twelve (12) weeks of FMLA and then an additional thirteen (13) weeks of leave under RIPFML.). FMLA/RIPFML leave is unpaid. Employees may use available paid time off to receive pay while on this leave.

2. International Employees who are approved for a medical leave of absence and who intend to seek treatment in the U.S. during the approved period of leave may be approved to remain in the United States. Employees should contact OISSS to find out the possibilities and procedures for their particular immigration status when seeking to remain in the U.S. while on medical leave.

C. Sick Time

The University recognizes that Employees may need time off work due to illness or non-work-related injury. Full-time Employees shall be granted up to fourteen (14) paid sick days when unable to meet employment obligations because of personal illness, injury, medical appointment, medical procedure, or other disabling medical condition, or because of the illness, injury, medical appointment, medical procedure, or other disabling medical condition of a family member. Employees are expected to schedule doctors' appointments in such a way as to minimize time away from work. When this is not possible, sick time may be taken. Sick days are provided on an annual basis and must be used within one year of the start of the appointment or they will be forfeited. Any unused sick days at the end of the appointment will be forfeited and, therefore, not paid out. The number of sick days is prorated for part-time employees.

D. Parental Leave

Brown University provides eligible Employees who are biological and adoptive parents six (6) weeks of fully-paid leave to use intermittently within the first year of birth or adoption of a child, in one-week increments. If an employee is participating in a fellowship program that provides a longer period of paid leave, the employee may take advantage of the additional paid leave time as authorized by the fellowship.

1. This leave is available as of the date of birth of the child or date of placement for adoption.
2. This leave time away is to be taken in minimum one-week increments within the first year (12 months) from the date of birth of the child or date of placement for adoption.
3. In the event that both parents work at Brown and meet the eligibility requirements, both are eligible for this leave.

4. Parental leave may run concurrently with federal and state leave laws.

E. Holidays

An Employee shall not be required to perform assigned duties when the University is closed for a federal or state holiday or a declared emergency unless the special conditions of the appointment require the Employee to perform duties at these times. These days shall not count towards permitted days of leave or vacation. Employees who are required to work on a University holiday will receive an alternate day off approved in advance by their supervisor.

An Employee may request from their supervisor time off at least two weeks, or as soon as is practicable, in advance of their religious observances. The University acknowledges some religious observances may not have fixed dates or may be difficult to communicate far in advance. For religious holidays not observed under the holiday calendar, employees may choose to be paid for this observance by using Vacation Time.

F. Vacation and Paid Time Off (PTO)

Full-time Employees shall accrue vacation time at a rate that results in a maximum accrual of twenty-four (24) working days per calendar year. Vacation time shall accrue on a monthly basis, beginning on the employee's first day of employment. Employees who have been employed by Brown for a year or more will receive payout for unused vacation time only when their employment at the University ends. Employees paid a stipend from an external funding source are not eligible to receive a payout for unused PTO, unless otherwise specified by the fellowship's terms.

Employees are expected to plan vacation time in consultation with their principal investigator, chair, director, or dean to ensure that they do not interfere with the programs of their laboratory, department, school, institute, or center. Vacation days may be used as they are earned. Vacation requests will not be unreasonably denied.

G. Special Time-Off

Approved travel days to conferences or other events for professional development will not count towards permitted days off or vacation.

H. Jury Duty

All employees may request time off for jury duty. An employee who serves jury duty will

receive regular full pay and benefits for the duration of jury duty. It is expected that employees will report to work when jury duty is not required for a full workday.

I. Bereavement Leave

All employees may request up to three (3) working days (twenty-two and one-half (22.5) hours) with pay for the death of a parent, stepparent, child, stepchild, son or daughter-in-law, spouse, domestic partner, grandchild, grandparent, grandparent-in-law*, mother-in-law*, father-in-law* and sibling*. Up to one day (seven and one-half (7.5) hours) of paid bereavement time can be taken to attend a funeral or memorial service. In circumstances of logistical difficulty where international travel to attend a funeral or memorial service is required, an Employee is permitted to take up to five (5) working days off.

*These relations include spouse or domestic partner.

J. Replacement Coverage

In the event an Employee is unable to fulfill employment duties, services, or obligations for reasons covered under this article, the Employee will notify the appropriate immediate supervisor (or UHR or department or unit designee) as promptly as possible so that arrangements for the absence can be made by the University. In no case will the Employee be required to pay for coverage of their duties in their absence. It is the responsibility of the University to find a temporary replacement if needed.

K. Grievance

If a request for leave or return is denied for reasons unrelated to employment matters or considerations within the scope of this article, an Employee who disagrees with the denial may seek redress through the Grievance Procedure provided in *Article 24* of this Agreement.

L. Personal Leave

Upon request, Employees may be granted an unpaid personal leave of absence in accordance with the University's established personal leave policies.

M. Pay for Military Reserve Duty or Training

United States military reservists or members of the National Guard are permitted to spend up to ten (10) working days (two (2) weeks) per calendar year away from their

position at Brown to assist with a national, state or local emergency, or for military training duty. Employees must return to work on the first workday after completion of duty, allowing for reasonable travel and rest time. During the time staff members are on military reserve duty, they continue to receive their full pay and benefits but must remit compensation received for military duty (excluding payments for room and board) to Brown University.

Article 19: Compensation

A. The University retains the sole discretion in determining the appropriate compensation for Employees.

B. Nothing shall preclude the University from providing compensation at rates above those required in this Article. Such rates may be provided on appointment, reappointment, and/or as a merit or equity increase.

C. The provisions of this Article do not apply to any Employee appointed on a grant that restricts that employee’s remuneration to only the pay received from the grant.

D. When the salary provision of the sponsoring agency exceeds the terms of this Article, the requirements of the sponsoring agency will control all salary/stipend adjustments.

E. If the University provides a supplement to an Employee such that the Employee’s total salary exceeds the minimums below, continuance or discontinuance of the supplement is at the sole discretion of the University, unless the supplement is articulated in the appointment or reappointment letter, or is necessary to meet the salary requirements of this article.

F. If an Employee with the prior approval of the appropriate Dean, seeks and receives an extramural award resulting in the reduction of the Employee’s salary, the University will provide a supplement such that the total compensation paid to the Employee is at least equal to the Employee’s compensation rate prior to the award, unless the award restricts remuneration.

G. For all Employees except Deans’ Faculty Fellows:

- Effective on the first day of the month of ratification of this agreement, the University will adopt the minimum annual salaries in the table below for full-time employees based on career level. The career level is defined as the number of complete years of experience the employee has had as a postdoc as of June 30th of the fiscal year.

Employee Minimum Pay Scales				
	FY26	FY27	FY28	FY29
Career Level	7/1/25- 6/30/26	7/1/26- 6/30/27	7/1/27- 6/30/28	7/1/28- 6/30/29
0	\$65,000	\$65,975	\$66,965	\$67,969
1	\$66,000	\$66,788	\$67,789	\$68,806
2	\$67,000	\$67,815	\$68,624	\$69,654
3	\$68,000	\$68,843	\$69,680	\$70,511
4	\$69,000	\$69,870	\$70,736	\$71,596

- Effective the month of ratification of this agreement, each actively appointed bargaining unit member as of June 30, 2025 with a continuing appointment will receive a minimum increase on their base salary as of June 30, 2025 of three- and twenty-five hundredths percent (3.25%), inclusive of any increases the Employee received between July 1, 2025 and the effective date of this agreement or the minimum in the table above for their experience level, whichever is greater
- Effective July 1, 2026, each actively appointed bargaining unit member with a continuing appointment will receive a base rate increase of two- and seventy-five hundredths percent (2.75%), or the minimum in the table above for their experience level, whichever is greater.
- Effective July 1, 2027, each actively appointed bargaining unit member with a continuing appointment will receive a base rate increase of two- and seventy-five hundredths percent (2.75%), or the minimum in the table above for their experience level, whichever is greater.
- Effective July 1, 2028, each actively appointed bargaining unit member with a continuing appointment will receive a base rate increase of two- and seventy-five hundredths percent (2.75%), or the minimum in the table above for their experience level, whichever is greater .

For FY26, the Deans' Faculty Fellows ("DFF") base salary will be Twenty Thousand Seventy-Four and 25/100 Dollars (\$20,074.25) for the Spring 2026 semester. For each subsequent semester, the DFF base salary rate will be set at Five Hundred Dollars (\$500.00) above the PhD TA stipend rate for that semester.

Article 20: Insurance

Eligible Employees are entitled to the benefits outlined below effective as of the commencement of their appointment, without a waiting or probationary period. Eligible Employees have the option to enroll in dental insurance, vision insurance, and other benefits available to Brown employees in accordance with University policy. Eligible Employees who elect such coverage shall be responsible for the cost of the applicable premium(s), as set forth in the Faculty and Staff Rate Sheet and in accordance with University policy.

The University will provide all employees covered by this Agreement with the same health coverage options offered to other Brown employees. The University can substitute its named carriers with any other carrier or carriers provided that it does so for all Brown employees.

If the University exercises its right to substitute or change carriers, it will provide notification to bargaining unit members as part of its annual open enrollment period communications.

Postdoctoral Fellows who are members of the bargaining unit are eligible to purchase comprehensive health insurance and have access to dental coverage, though vision insurance is not included. Postdoctoral Fellows who are in the bargaining unit and who elect to purchase health insurance, will be provided with a health supplement equivalent to the employer contribution. Because this supplement is taxable, employees will receive an additional amount according to the Employee's coverage level (\$100/month for individual, \$200/month for couples or individual plus children, \$250/month for individual plus spouse plus children).

Deans' Faculty Fellows are active doctoral students for the Fall semester and will be enrolled in an annual Student Health Insurance Plan ("SHIP"), which will remain active through the term of their DFF appointment. DFFs are eligible to waive student health insurance in the Fall if they have comparable coverage and to elect one of the health coverage options offered to other Brown employees within 30 days of their first day of employment, as an alternative to SHIP, and will be responsible for the entire premium.

All employees are eligible for the Employee Assistance Program ("EAP"), which provides support for mental health and well-being.

Article 21: Childcare

Employees covered by this agreement may participate in the Brown University Child Care Subsidy program in accordance with its policies and procedures, which can be found at:

<https://hr.brown.edu/benefits-wellness/family-resources/parents-children/child-care-subsidy>

Article 22: Emergency Support Fund

A. Explanation of the Fund

In consideration of the unique nature of postdoctoral and Deans' Faculty Fellow appointments as time-limited, transitional positions, and recognizing that unexpected financial hardships may make it difficult or impossible for these Employees to continue in their training and professional growth, the University shall establish an Emergency Support Fund to assist Employees in the bargaining unit. The fund is in place for Employees and intended for those who have exhausted all other financial resources, including available loans and Brown's Employee Assistance Program. Emergency Support Fund awards are grants that reimburse actual expenses. These awards are not loans and are not repaid. However, they will be treated as taxable income.

B. Award Distribution

Distribution of money from the Emergency Support Fund shall be made in accordance with the policies, procedures, and requirements established by the University with input from the Union.

C. Award Amounts

The Emergency Support Fund will be a total of Forty Thousand and 00/100 Dollars (\$40,000.00) each year. The Emergency Support Fund will reimburse Employees for an amount typically capped at One Thousand and 00/100 Dollars (\$1,000.00) per fiscal year (July 1 to June 30). Each request is confidential and considered on its own merits, and not all requests may be funded. At an Employee applicant's request, any determinations made by the University concerning the eligibility of Employees or the distribution of funds shall be made available to the Union.

D. Evaluation of Yearly Funds

At the conclusion of each fiscal year, the Union and the University will evaluate the utilization of the Emergency Support Fund. Any money remaining in the Emergency Support Fund at the expiration of the year will not be rolled over into the Emergency Support Fund of the subsequent year. An annual report of the usage of the Emergency Support Fund shall be shared with the Union.

Article 23: Discipline and Discharge

A. Informal Resolution and Formal Discipline Process

Both the University and the Union encourage the use of informal discussion between an Employee who is a member of the bargaining unit and their Brown supervisor in an effort to resolve employee performance and conduct matters. Such specific informal interaction will not be considered disciplinary or used as a factor in future employment decisions unless accompanied or followed by a written statement, which must be shared by the supervisor with the Employee and included in the Employee's personnel file consistent with the terms of this Agreement. An Employee has the right at any time to ask if an informal conversation may lead to formal discipline. If it is suggested that a conversation may lead to formal discipline, the Employee may request the presence of a Union representative before the conversation continues. Nothing in this paragraph prevents a supervisor from determining that, after undertaking informal steps, conduct or performance that was initially the subject of an informal interaction will be treated thereafter as a disciplinary matter.

Except in cases of serious misconduct, (e.g., assault, theft, confidentiality or privacy violation, discrimination or harassment, physical violence, or threats of violence), progressive discipline will be applied if an informal resolution cannot be reached, which will include specific attempts to remediate conduct or performance, adhering to the following formal steps below:

1. Written warning with a written improvement plan for matters of employment.
 - a. Upon issuance of the written warning and improvement plan, the Employee will be provided notification of their right to union representation.
 - b. A copy of the written warning and improvement plan will be provided to the Union.
2. Final written warning.
3. Discharge from employment.

B. Scope of Discipline

No Employee may be disciplined or discharged for conduct or performance specifically covered by this Article except for just cause.

Discharge, for the purposes of this Agreement, means the termination of an Employee's appointment prior to the expiration date of their appointment. Discharge does not include the non-reappointment of an Employee, nor does it mean the failure to offer an appointment to an Employee. Discipline, for the purpose of this Agreement, refers to adverse employment actions taken based on job-related misconduct or job-related

deficient performance and not to determinations by the University to take adverse action or dismiss an Employee for actions governed by another University policy or procedure. At the discretion of the appropriate dean or their designee, an Employee may be placed on paid administrative leave to permit the University to investigate potential or alleged misconduct that may result in discipline. Being placed on paid administrative leave is not itself a disciplinary action or discharge. The University reserves the right to stop payments during the leave in situations where the Employee poses a threat to the safety or well-being of the University community. If the University later finds that the Employee is not responsible for the alleged misconduct, the University will restore the payments that would have been made during the leave.

Reassignment may not be used as a disciplinary action. The University retains the right to change but not terminate an Employee's work assignment, including as a method for resolving a work performance or conduct matter.

C. Remedial Measures

It is understood that the University, in addition to issuing disciplinary action, may also take reasonable remedial measures, when appropriate, with which an Employee must comply, provided the remedial measures are rehabilitative or corrective rather than punitive.

D. Grievance Procedure

If a disciplinary action or discharge involving job-related misconduct or job-related deficient performance is imposed, an Employee who disagrees with the discipline may seek redress through the Grievance Procedure provided in this Agreement.

E. Union Representative

An Employee may request that a Union Representative be present at any investigatory meeting that an Employee reasonably believes may lead to discipline and/or a meeting where discipline is to be administered. Such requests will not be unreasonably denied. A meeting to provide standard feedback on performance or other matters unrelated to employment is not considered a disciplinary meeting.

F. Non-Performance

Employees who fail to perform duties related to their appointment, and who are not utilizing an approved leave of absence or time off, may have their salary suspended during the period in which the non-performance occurs. Non-performance may include failing to appear for activities required by an appointment without providing notice. An Employee with extenuating circumstances (illness, personal/family circumstances, etc.) is responsible for notifying their supervisors in writing at the earliest possible opportunity.

G. Union Contest to Discipline or Discharge

If the Union desires to contest an Employee's discipline or discharge, it must give written notice thereof to the University within ten (10) business days from the date of receipt of notice of the discipline or discharge. In such an event, the dispute will be submitted and determined under the grievance and arbitration procedure set forth in *Article 24: Grievance Procedure*, of this Agreement. The dispute would automatically commence at Step 2 of the grievance procedure.

In cases of discipline or discharge where an international Employee's visa status may be affected, the Union and the University will use their best efforts to expedite the grievance and arbitration process. Laws and regulations associated with an Employee's visa take precedence over processes outlined in this document.

Article 24: Grievance Procedure

A. General Provisions for Resolving Grievances

1. The grievance procedure outlined in this Article is the sole and exclusive procedure for promptly, efficiently, and constructively resolving grievances under this Agreement. Notwithstanding this process, the University and the Union recognize and encourage informal resolution of any dispute, generally by direct discussion between the grievant and their supervisor and/or the Union and the University.
2. A grievance is any dispute concerning the interpretation, application, or claimed violation of a specific term or provision of the ratified agreement or interim Agreement in effect.
3. A Union Representative may represent an Employee alleging a grievance.
4. The calculation of time limits set forth in this Article are as follows: the first day of the time period is the first date after the date of the grievance and/or the following business day. Business days are Monday-Friday, excluding holidays-and business closures.
5. Except for the initial filing of a formal grievance, all time limits may be extended by prior mutual written agreement of the parties. During long periods when the University is closed for holidays or breaks, the parties in particular can anticipate extending the required time periods for each Step.
6. Unless the parties agree in advance in writing of the extension of a time limit for the grievance process, any demand for a grievance at any Step, which is not filed within the time period set in this Agreement will be deemed waived, and there will be no further processing of the grievance or any other process provided for in this Article. A failure by the Union/grievant to comply with the time limits of Step 1 precludes any subsequent filing of the grievance.
7. Failure by the University at any Step to communicate its response within the specified time limit may permit the grievant to move to the next Step but will not be deemed to be an agreement by the University with the grievant's position.
8. The filing or pendency of a grievance under this Article does not prevent the University from taking steps to address an action complained of, subject to the procedures of this Article.
9. The Union may initiate a grievance at Step 2 if the grievance involves multiple Employees with the same issue.
10. Any grievance may be withdrawn without prejudice.

B. Protection against Retaliation

1. No individual may be discouraged from filing a grievance or acting as per this Article's guidelines. After a grievance has been filed, no individual who files a

- grievance in good faith will be subject to retaliation.
2. Retaliation means any adverse action or threat taken or made against an individual, including through third parties and/or legal counsel, for filing a grievance or participating in any investigation or proceeding related to this Article. Retaliation includes threatening, intimidating, harassing, or any other conduct discouraging a reasonable person from engaging in activity protected under this Agreement, such as seeking services, receiving protective measures and accommodations, and/or filing a grievance. Retaliation further includes maliciously and purposefully interfering with, threatening, or damaging the professional career of another individual before, during, or after the investigation and resolution of a grievance under this Agreement.
 3. University resource persons and Union designees will advise an Employee of their right to be free of retaliation, and the University shall investigate any complaint of alleged retaliation.
 4. This provision applies to grievances made or information provided in good faith, even if the facts alleged in the grievance and/or information are not upheld.

C. Grievance Procedure

The following procedure is the sole and exclusive means for resolving grievances.

1. Initial Filing of a Formal Grievance.
 - a. If a grievance cannot be resolved informally, an Employee or the Union shall initiate a grievance within sixty (60) business days after the Employee first becomes aware of, or reasonably could have known of, the act or circumstance that constitutes a grievance as defined in this Article. The grievance must be presented in writing. It must identify the grievant, the provision of the Agreement that is the subject of the grievance, and sufficient details of the grievance to understand the violation claimed. It should include key relevant documentation and must state the relief requested. The initial filing should be made with the individual responsible for Step 1 in the grievance process with a copy sent to the office of the appropriate dean.
 - b. A grievance filing, issuance of a determination, and all notices or communications during the grievance procedure are deemed submitted when sent by email or fax or delivered by hand to the appropriate individual at each Step. The date of the receipt will be noted so that the parties can calculate the time limits. A hand delivery must occur during regular business hours.
 - c. In the absence of a designated Department Chair or Center/Institute Director, or where the individual holding that position has a potential conflict, notice can be sent to the office of the appropriate dean.
2. Step One.
 - a. The Union or an Employee, having a grievance in connection with their

employment, will file the grievance with their Department Chair or Center/Institute Director, the office of the appropriate dean, and the University's Office of Labor Relations.

- b. A Step One meeting with the appropriate parties or their designees will be held within ten (10) business days of submission of the grievance. A Union Representative may be present.
 - c. If the grievance is not resolved during the Step One meeting nor settled before the determination must be issued, the University will provide a written determination of the Step One grievance to the Employee and the Union within ten (10) business days following the meeting.
3. Step Two.
- a. If the matter is not resolved at Step One, the Union may appeal the grievance to the appropriate dean or their designee, provided that the written appeal is submitted to the appropriate dean within ten (10) business days following the University's submission of the Step One determination.
 - b. Within ten (10) business days of the Step Two grievance being submitted to the appropriate dean, the appropriate dean or their designee will set a meeting at a mutually convenient time and place to discuss the grievance with the appropriate University administrators, the Union, and the Employee.
 - c. The appropriate dean will arrange for a representative(s) of the appropriate dean or administrative head of an equivalent unit to be present at this discussion. A Union Representative may be present.
 - d. If the grievance is not resolved during the Step Two meeting nor settled before the determination must be issued, the University will provide a written determination of the Step Two grievance to the Employee and the Union within ten (10) business days following the meeting.

D. Impartial Arbitration

A grievance that is not resolved at Step Two may be appealed to arbitration by the Union, provided that the Union submits written notice of intent to arbitrate to the office of the appropriate dean and the University's Office of Labor Relations within ten (10) business days following the University's submission of the Step Two determination. Such notice must identify the grievance and the issue, set forth the provisions of the Agreement involved, and the remedy desired. If no such notice is given within the prescribed time limit set forth in this section, the grievance will not be arbitrable.

Instead of resolving a grievance by proceeding to arbitration, the parties can mutually agree to undertake alternative dispute resolution procedures, such as mediation. The parties will select a mutually acceptable mediator. A request to proceed with mediation

in place of arbitration must be submitted to the University by the Union or to the Union by the University within ten (10) business days of the Step Two determination and the parties have thirty (30) days to make a final determination whether to pursue mediation in place of arbitration. Even if mediation is not successful in resolving all or a portion of the grievance, the use of mediation precludes arbitration of the grievance. If notice to mediate is not given within the time limit, the option to pursue mediation will no longer be available. The parties will share equally in the cost of mediation.

1. Arbitrator. The parties will select an arbitrator. If the parties cannot reach mutual agreement on an arbitrator within fourteen (14) business days of receipt of the notice of arbitration, the parties can request a list from the American Arbitration Association (“AAA”) and the arbitration will proceed under the Voluntary Labor Arbitration Rules of the AAA.
2. Every grievance submitted to an arbitrator for decision is subject to the following terms and conditions:
 - a. The arbitration must be conducted in accordance with the Rules of the AAA and the University or the Union or both will forward to the arbitrator a copy of the grievance, the University’s determination at Step Two, the Union notice of intent to arbitrate, and a copy of the Agreement.
 - b. Each party will be responsible for its own costs of preparing and presenting the arbitration, and the parties will share equally the AAA’s administrative fees the arbitrator’s costs, and the cost of providing the arbitrator-with a transcript of the proceeding. If the parties want their own copy of the transcript, they will be responsible for the cost of their individual copy.
 - c. The authority of the arbitrator is strictly limited to the determination of the specific grievance consistent with the terms of this Agreement.
 - d. The arbitrator will not have any authority to add to, subtract from, or otherwise modify or disregard any of the terms, clauses, or provisions of this Agreement.
 - e. The arbitrator’s decision, when made in accordance with the arbitrator’s jurisdiction and authority established by this Agreement, will be final and binding upon the University, the Union, and the Employee(s) involved, although each party will retain whatever rights it has under applicable state or federal law to challenge the decision and/or the award.
 - f. The provisions of this Section do not prohibit the University and the Union from mutually agreeing to expedited arbitration of a given grievance or grievances.

Article 25: Severability

If any provision of this Agreement, in whole or in part, is declared to be illegal, void, or invalid by any court of competent jurisdiction or any administrative agency that has jurisdiction, all of the other terms, conditions, and provisions of this Agreement shall remain in full force and effect, to the same extent as if the invalid provision had never been part of the Agreement, except where the invalid provision goes to the heart of the Agreement. In such an event, the remainder of this Agreement shall continue to be binding upon the parties to it. In such an event, upon thirty (30) days' notice from either side, the parties agree to renegotiate any provision that has been invalidated.

Article 26: Entire Agreement

This Agreement contains the complete understanding of the Union and the University with respect to all terms and conditions contained herein for the time period covered by this Agreement. This Agreement may not be modified or amended except by an explicit agreement in writing signed by the authorized representatives of the Union and the University.

Article 27: Duration

This agreement, once signed by both parties, is effective as of October 8, 2025, and will continue in effect until midnight on June 30, 2029.

Collective Bargaining Agreement Made by Brown University and BPLO

Agreed to and accepted by:

BROWN UNIVERSITY

BROWN POSTDOC LABOR ORGANIZATION

DocuSigned by:
By: JAMES RUSSELL
5D6520E031C44FE...
James Russell, Senior Associate
Dean of the Faculty

DocuSigned by:
By: Caroline Keroack
7CE209FC3E94479...
Caroline Keroack

DocuSigned by:
By: Benjamin Trachman
FA2A65C6F37F451...
Benjamin Trachman, Assistant Director
of Labor Relations

Signed by:
By: James Skretta
39B0061CEC8043A...
James Skretta, Staff Organizer
RIFTHP/AFT, Local 6516