

**General Duties and Responsibilities Statement (GDRS)**  
**Graduate Employees**  
**College of Education (COE)**  
**Department of Counseling Psychology and Human Services (CPHS)**

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**1.0 GENERAL INFORMATION**

The purpose of this GDRS is to clarify information concerning Graduate Employee positions (GEs) offered by this GE hiring unit. The relationship between GEs and the University as a whole is governed by the Collective Bargaining Agreement (CBA) between the University of Oregon and the Graduate Teaching Fellows Federation. This GDRS details the specific relationship between GEs and this GE hiring unit.

This document does not apply to work-study, hourly student employees or other staff hired in this GE hiring unit.

The individual who shall oversee the implementation of this GDRS is:  
Leslie Leve, CPHS Department Head

DATE OF THIS GDRS REVISION: 09/12/2023

## **2.0 AVAILABILITY OF GRADUATE EMPLOYEE APPOINTMENTS (GES)**

The availability of GE appointments are programmatically determined by department faculty in the case of academic units and by unit leaders in the case of non-academic units. The number of GE positions available is subject to the budgetary constraints on the GE employing unit and the University, and is based on the unit's specific need for one or more GEs.

In this GE employing unit, the priority is to staff regular required courses (including, but not exclusively, the following courses) and to provide assistance to faculty where needed:

Family and Human Services Undergraduate Program:

FHS 213, Issues for Children and Families  
FHS 215, Exploring Family and Human Services  
FHS 216, Diversity in Human Services  
FHS 301, Writing for Human Services Professionals  
FHS 328, Human Development in the Family Context  
FHS 329, Youth Psychopathology  
FHS 330, Individual Interventions in Ecological Contexts  
FHS 331, Group and Community Interventions  
FHS 401, Research  
FHS 420, Research in Human Services  
FHS 471, Human Services Professional Ethics  
FHS 473, Prac: Human Svc Supervision  
FHS 483/583, Prevention of Interpersonal Violence  
FHS 490, Scientific Analysis in Human Services  
FHS 492, Contemporary Issues in Public Health  
FHS 493, Child & Family Case Management  
FHS 494, Adolescent & Adult Case Management

Couples and Family Therapy Program:

Clinic/Research/Academic Program  
Research and Methodology Courses

Counseling Psychology:

CPSY 217, Student Health & Well-Being

Counseling Psychology & Human Services will make an effort to distribute GE opportunities to as many students as possible; encourage financial opportunities through such other means as scholarships, work study and grants; and reserve a number of appointments for incoming students.

### **ACADEMIC YEAR APPOINTMENTS**

Positions are generally identified and posted in April. Some positions may be posted at a later date if the need for additional GE positions is identified.

In recent years, GE assignments during the academic year in this GE employing unit have included:

- Instructional GE (Instructor of Record or Teaching Assistant)
- Supervisory GE (e.g., practicum supervisor)
- Research Fellow

Instructional GEs who receive an appointment that spans the academic year (fall, winter, spring terms) may be assigned to service as an instructor of record some terms and as a teaching assistant other terms, depending on the needs of the department.

Summer GE positions within CPHS are rare; however, when such positions are available, the department generally identifies and announces them at the same time as the following academic year positions.

When available, GE assignments during the summer might include:

- Instructor of Record
- Teaching Assistant
- Supervisory GE (e.g., practicum supervisor)

### **3.0 APPLICATION PROCESS AND ELIGIBILITY REQUIREMENTS**

CPHS routinely posts its positions via the COE webpage, which, for each position, includes a brief description of duties and responsibilities, FTE, and preferred qualifications for appointment and reappointment; and is posted for a minimum of 10 business days. Students are encouraged to submit applications within 10 days of the announcement being posted.

#### **ACADEMIC YEAR APPOINTMENTS**

Positions are announced generally in early April. Announcements, position descriptions, required application materials, and application instructions can be found on the [COE GE website](#).

#### **APPOINTMENTS**

Information about the availability of positions (including specific position announcements where applicable) for the upcoming summer term will be shared with continuing graduate students on the College of Education's GE website. Information, application instructions and application forms are available on the [COE GE website](#).

Occasionally, positions will be identified outside of the normal appointment cycle. Information about the availability of these positions will be posted on the [COE GE website](#).

From time to time, emergency appointments may be necessary. In such cases, the GE hiring committee (see section 4.0 for hiring committee information) will select amongst available and qualified applicants from current pool(s). If a successful applicant is not found, the Department Head or Committee may decide to reopen the application process for the position.

For all GE positions in the College of Education, eligible students are those who:

- Have been admitted to a degree-granting graduate program at the University of Oregon, and
- Are maintaining satisfactory progress toward their degree:
  - According to the Graduate School, and
  - According to criteria established by that GE's graduate degree program

*Note regarding graduate programs and departments that employ GEs:* Students enrolled in other UO graduate programs or departments who have appropriate experience and/or credentials are also eligible for GE positions in CPHS. In all cases, preference is given to the department or program's own students.

Students will be considered in the following order:

- Preference is given to doctoral students in the department in which positions are available
- A number of positions are reserved for incoming doctoral students in order to recruit students with exceptional capabilities and perspectives
- Preference is given to doctoral students who are in the first 4 years of their doctoral program
- Additional specific qualifications as cited in the individual GE position postings

The Graduate School requires that students be enrolled for and successfully complete a minimum of 9 graduate credit hours towards the degree during each term of a GE appointment and be making satisfactory progress toward their degree in order to be eligible for a GE appointment (see Section 7).

In addition, CPHS requires that a GE maintain their studies in residency at the UO during each term of appointment.

#### **4.0 APPOINTMENT AND REAPPOINTMENT PROCESS**

In accordance with the CBA, CPHS' standing committee of at least three members includes:

- Department Head or designee
- Graduate Program Director for the Counseling Psychology (CPSY) program or designee
- FHS Program Director or designee

Appointments and reappointments will be based on evaluation of each candidate's qualifications with respect to eligibility criteria in section 3, as well as (A) general criteria for any appointment, (B) general criteria based on particular types of work assignments available within the GE employing unit and (C) specific criteria relating to the particular GE work assignment.

**(A) General criteria include (in no particular order):**

- **Academic Credentials.** For incoming students, this is evidenced by previous degrees and grades, test scores, etc. For students currently enrolled in the department, candidates will be ranked based on academic achievement. Making satisfactory progress toward the degree is an eligibility criterion, not a criterion on which rank in the applicant pool is determined.
- **Recommendations from academic or work supervisors.** Consideration will also be given for a positive working arrangement between a GE and the faculty person with whom the GE will work. While appointment or reappointment criteria may include the recommendation of the person who will act as the GE's supervisor, the committee must give substantial consideration to the other appointment or reappointment criteria.
- **Previous experience.** For teaching GE positions, having previously taught or taken the course where the GE position is offered. For non-teaching GE positions, previous employment or other experience relevant to the GE position available.
- **Direct Appointments.** Direct appointments to GE positions may be made.
- **Interviews.** In the event that the hiring committee interviews GE applicants, finalists will be interviewed and evaluated based on their performance and responses.
- **Ability to attend class.** Consideration will be given to the GE's course schedule for their own degree program and their ability to attend class for the course which they would be assigned as a GE.

**(B) Assignment Type-Related Criteria**

**For an Instructor of Record (full course responsibility):**

Instructor of record GE duties include course preparation, classroom teaching, preparation and evaluation of student assignments and exams, and communication about scheduled office hours and/or appointment availability. Such positions shall be limited to undergraduate courses except in rare circumstances. This position requires participation in non-routine activities as defined by the CBA, including training activities during periods of academic recess and program orientation events.

**For a Teaching Assistant:**

These GEs will assist with the preparation and teaching of a variety of undergraduate courses and, on occasion, graduate courses. GE responsibilities for undergraduate classes may include answering questions that clarify class assignments, organizing and assigning students to

project work groups, providing an initial review of email messages, forwarding any questions about the academic content of the course to the instructor, answering administrative questions, evaluating course assignments and/or entering grades, monitoring paper submissions and returns, providing information to students about deadlines and format requirements, monitoring Canvas discussions, monitoring attendance and participating in other classroom management duties as requested by the instructor. Assignment may also involve assisting with other program-related tasks.

GE responsibilities for graduate classes may include all of the above listed for the undergraduate class GE, with the exception of evaluating course assignments and/or entering grades. GEs for graduate courses may not evaluate the work of other graduate students without an exemption granted by the Graduate School following the policies outlined at <https://gradschool.uoregon.edu/gtf/gtf-related-policies/grad-level-GTF>. This position requires participation in non-routine activities as defined by the CBA, including training activities during periods of academic recess and program orientation events.

**For a Supervisory GE:**

This position provides support to faculty in accomplishing the course objectives of the program's practicum course sequences. The responsibilities involve the preparation and delivery of course activities and materials to support student participation in practicum, participation in weekly group and individual supervision sessions with practicum students, observing practicum students in field settings, maintaining frequent communication with practicum field supervisors, and assisting faculty in arranging field placement for students. The position also involves supporting students in completion of program capstone projects and assisting the instructor of record for the capstone course in evaluating students' projects, if requested. Finally, the position requires participation in non-routine activities as defined by the CBA, including training activities during periods of academic recess and program orientation events. Assignment may involve assisting with other program-related tasks.

Supervisory GE positions may also facilitate training, supervision, and coordination of students who work in the HEDCO clinic. This position will identify students, train students in the model and supervise students as they provide clinical support to siblings of children receiving services in the clinic. The position also involves coordinating field study placements and assisting with activities in the clinic that support the child and family practicum. The responsibilities may include conducting intake interviews on the phone, organizing case assignments with the instructor, tracking and managing research data collected from families, maintaining IRB approval for all clinic activities and maintaining excellent database and tracking systems for all families and children served in the clinic.

**(C) All criteria specific to a particular GE work assignment are specified in position announcements (see Section 2 above for how to access these position announcements).**

See the position announcements for details, criteria may include, but not limited to:

- Effectiveness of instructional delivery
- Ability to engage, challenge, and support student
- Contribution to quality of course syllabus
- Appropriateness of course content and breadth of coverage
- Ability to lead effective discussion groups
- Ability to manage lab sessions effectively
- Professionalism and quality of interactions with faculty

Candidates will be rank-ordered based upon, first, the eligibility criteria in Section 3, and subsequently, the general, assignment type-related, and specific criteria referred to above. This applies to positions that become available outside the normal appointment cycle as well.

**Time Limits for Position Appointments and Reappointments**

- GEs will be appointed year-to-year rather than term-to-term, whenever feasible. GEs are not employed term-by-term in order to determine whether they are adequately qualified for a GE position.
- Reappointments are not automatic, nor are they guaranteed.
- In the case of the continuation of a particular position, the same student may continue in (i.e., be reappointed to) the particular position without any new announcement of the position. However, the department reserves the right to request that all students reapply to be considered for positions for which a new announcement has been posted.
- GE positions may be held by the same student for a maximum of 4 consecutive years. Departments may choose to allow a GE to continue with the position beyond 4 years if there is no other qualifying student.

**No Qualified Applicants for a Position**

If no qualified students apply or are available for a particular position, the selection committee or department head may decide to reopen the application process for the position. Generally, the same application process described in Section 3 and appointment/reappointment process described here will be repeated. However, the department reserves the right to proceed to fill the position as it would an emergency appointment (also described in Section 3).

**5.0 WORKLOAD AND WORK ASSIGNMENTS**

Workload includes performance of all duties of the work assignment. For example, the workload for a teaching assignment would include preparation time, office hours and time spent interacting with students via email or Canvas, etc., in addition to time spent actually teaching. In setting the workload (and thus FTE) for a particular GE position, GE employing units consider what constitutes a workload sufficient to perform the work assignment satisfactorily.

In CPHS, GEs are most commonly appointed at the following full-time equivalent levels (FTE) and corresponding total workloads:

<b>FTE</b>	<b>Maximum Work Hours per Term</b>	<b>Average Hours per Week (based on 11-wk term)</b>	<b>Maximum Work Hours per Academic Year</b>
.20	88	8	264
.25	110	10	330
.30	131	12	393
.35	153	14	459
.40	175	16	525
.45	197	18	591
.49	215	19	645

For various work assignments, the distribution of workload among various duties is considered to be reflective of average breakdowns within the normative standard of the total workload. The distribution of time actually spent on duties may vary from week to week, but the workload per term should be within the designated number of total workload hours. GEs are encouraged to track how they spend their work hours and are required to contact their supervisors as soon as possible if the distribution of time they are spending on individual duties varies widely from established expectations. This section sets forth expectations around duties for GE assignment types in this unit.

NOTE: Where the workload is broken down by work assignment duties and is designated as a "minimum" number of hours, the GE is required to fulfill that specific time commitment.

In CPHS, duties for the following types of GE work assignments are as follows:

**Instructor of Record**

Duties include:

- Course preparation
- Classroom teaching
- Preparation and evaluation of student assignments and exams
- Scheduled office hours for assisting students
- Attend university/department approved training related to GE duties

**Teaching Assistant**

Duties include:



- In class contact hours: conduct laboratory work, lead discussion sections, assist with class presentations and activities, teach in instructors' absence, guest lecture
- Preparation (or assist with preparation): help develop/adapt syllabus and course materials, demonstration or simulation activities, help construct examinations/quizzes
- Contact hours outside the classroom: maintain office hours, provide academic assistance to students
- Performance evaluation: help read and grade papers, maintain and submit grading records (for GEs of undergraduate courses only), provide constructive and evaluative feedback
- Attend university/department approved training related to GE duties

### **Research Assistant**

Duties include:

- Assist research director with research and development activities: conduct library and internet searches, review existing research, provide written summaries, enter, analyze, and summarize data, contribute to preparation and dissemination information and reports.
- Assist with program evaluation: preparation of program evaluation instruments, implementation of data collection procedures, analysis of evaluation data, report writing on results
- Attend university/department approved training related to GE duties

### **Administrative GE**

Duties include:

- Assist administrator with program operation: gather and analyze relevant data, assist in coordinating and scheduling activities, assist in preparing materials, collaborate with other COE staff
- Attend university/department approved training related to GE duties
- Note: Administrative GEs are paid on a salary basis and will be required to track their time on the timesheet provided by their supervisor. Administrative GEs understand that except as otherwise required by law, the university will pay them a fixed salary every month regardless of the number of hours actually worked that month.

### **Supervisor GE:**

Duties include:

- Preparation: plan or assist in meetings and presentations

- On-site activities: conduct student observations, provide feedback to students and cooperating professionals, provide on-site instruction to students, model instructional strategies, attend supervisory meetings
- Contact hours outside of supervision: maintain office hours, provide feedback
- Performance evaluation: report mid-term and final evaluation of students, read and grade papers, evaluate projects, classroom plans, and lessons
- Attend university/department approved training related to GE duties

### **Research Fellow GE**

Students who are awarded competitive Dissertation Fellowships, Promising Scholar Awards, or other awards/fellowships by the Graduate School will receive *Research Fellow GE* appointments. The only work expectation for these appointments will be research activities, which may include independent research generated by the student or work on one or more faculty members' research projects. The exact nature of the research activities to be performed will be negotiated with the student's program advisor or other appropriate faculty member at the outset of the GE appointment and revisited at the beginning of each academic term. Research Fellow GE's may attend university/department approved training related to GE duties.

### **Training**

GEs are encouraged to pursue up to six (6) hours of training per academic year through university or department approved programs and other workshops and trainings related to successful performance of GE duties.

GEs may be compensated for these training hours by accounting for the hours within their regular work assignment if job training hours at approved programs are specified in the workload allocation form, a relevant and specific job description in the department GDRS, or documented list of individual training courses and/or activities for that GE.

GEs interested in attending trainings should work with their supervisor to ensure minimal disruption to work assignments. Nothing in this Training section shall trigger time-and-a-half substitution pay as described in ARTICLE 29 if a substitute is required to cover the duties of a GE who is engaged in training. The GE who substitutes shall be compensated at their regular hourly rate or their work duties shall be adjusted to compensate for the substitution.

## 6.0 HEALTH AND SAFETY

### **Accident Reporting and Workers' Compensation:**

The University's Workers' Compensation Program is administered by Safety and Risk Services. If you have any questions about the program, please call 541-345-8316.

All University of Oregon employees, including GEs, are covered by workers' compensation insurance through SAIF Corporation. This coverage is for occupational injuries, illnesses or diseases that arise out of or in the course and scope of employment.

The University has established procedures for reporting accidents and filing workers' compensation claims. They are intended to expedite claims processing and to minimize the possibility of delays in payment of benefits. If a GE is injured on the job, the GE must report it immediately to the supervisor. The supervisor will complete the Workplace Injury Report with the GE. If, as a result of the accident, the GE requires medical care, a Workers' Compensation Claim Form (801) must be completed within 24 hours. If, due to the nature of the injury or illness, the GE is unable to complete the 801, the supervisor will submit it on behalf of the GE. Workers' compensation information and forms are available at <https://safety.uoregon.edu/injury-reporting-and-workers-compensation>.

Oregon laws prohibit discrimination or retaliation by an employer against an employee for filing a workers' compensation claim or a safety-related complaint with OSHA (Occupational Safety and Health Administration).

In addition to medical expenses related to the injury or illness, benefits provided by SAIF Corporation may also include temporary total disability payments if the GE is unable to work as authorized by an attending physician. The GE will be notified by SAIF Corporation of the rights and coverage when the claim is processed.

An injured GE who is unable to work may not receive both salary compensation from workers' compensation and sick leave or other pay when this results in the GE receiving more than their regular monthly salary. Should this occur and payment is received from both sources, the GE must be prepared to repay any over-payments. If the GE believes there is some confusion about salary or workers' compensation benefits, contact Safety and Risk Services immediately. ORS 659A.043 – 659A.052 describe reinstatement or reemployment rights for employees who have sustained a compensable occupational injury or illness.

### **Safety Information:**

The University of Oregon Safety Policy may be found in the library, <http://policies.uoregon.edu/vol-4-finance-administration-infrastructure/ch-5-public-safety/safety-physical-space-and-environment>. The Office of Environmental Health and Safety (EHS) is responsible for the University's safety programs. For questions or information regarding any of these programs, contact EHS at 541-346-3192 or visit their website, <https://safety.uoregon.edu/environmental-health-and-safety>. Safety concerns may also be

submitted via an online reporting system on the Safety Advisory Committee website, <https://safety.uoregon.edu/content/safety-advisory-committee>.

### **Reporting Safety Hazards:**

GEs who identify safety hazards and issues are encouraged to discuss them immediately with their supervisor or academic program coordinator. The following unit representative may also be contacted: Carmen Cybula, Academic and Business Operations Specialist, 541-346-8209, [cybula@uoregon.edu](mailto:cybula@uoregon.edu).

Other resources on campus to report such information Safety and Risk Services, a Safety Advisory Committee representative or a GTFF union representative. Off-campus resources include the local OSHA office and the Bureau of Labor and Industries (BOLI).

### **Location of emergency procedures, evacuation plans, material data safety sheets (MSDS) and first aid supplies:**

Location of emergency procedures, evacuation plans, material data safety sheets (MSDS) and first aid supplies should be discussed with the GE supervisor.

## **7.0 SATISFACTORY PROGRESS TOWARD GRADUATE DEGREE**

Because a GE appointment is the method by which departments can offer financial support to promising students in a graduate degree program, and should be beneficial to the student's development in that program, individuals appointed as GEs are regarded primarily as graduate students providing service as part of a learning experience, rather than solely as employees whose education is secondary.

The criteria used to assess satisfactory progress toward a graduate degree is the same for all graduate students in a particular graduate degree program, whether or not they hold a GE position. For GEs, satisfactory progress toward the degree is an eligibility requirement of GE appointment and reappointment. Each GE employing unit (employer) is responsible for verifying that the GE is making satisfactory progress toward their degree, whether or not the hiring unit is also the GE's graduate degree program. The GE's progress toward the degree is assessed based on criteria established by the GE's graduate degree program, regardless of where the GE is employed.

During the academic year, the Graduate School reviews academic transcripts of all graduate students holding GE appointments. The Graduate School will notify a GE's graduate degree program if the GE's academic performance during the appointment period falls below the Graduate School's 3.0 GPA standard. The degree program will be asked to review the student's progress toward their graduate degree and issue its approval before a GE reappointment can be made to that student.

GEs that are students outside of the department will be evaluated based on criteria used by the program for which they are currently enrolled.

Failure to make satisfactory progress will result in disqualification from consideration for a GE position. The student's academic progress will be evaluated each round of applications per the criteria listed above and/or at the mid- and end-of-term GE appointment evaluations.

The criteria used to assess satisfactory progress toward a graduate degree in CPHS, along with the process by which satisfactory progress is assessed, can be found online:

[Counseling Psychology](#)

[Couples & Family Therapy](#)

[Prevention Science](#)

## **8.0 DISCRIMINATION GRIEVANCE PROCEDURES**

To file an employment-related discrimination grievance, GEs are encouraged to contact the Graduate Teaching Fellows Federation. For discrimination grievances that pertain to a GE's role as a student, graduate students should refer to the Office of Investigations and Civil Rights Compliance reporting procedures online at <https://investigations.uoregon.edu/how-report>.

## **9.0 WORK ENVIRONMENT**

This section provides information about GE facilities and services described in Article 10 of the GTFF Collective Bargaining Agreement.

### **Workspace**

GEs will be provided with a workspace that is consistent with provisions set forth in the GTFF bargaining agreement, which includes locking doors to areas that are solely occupied by GEs, properly and securely installed physical elements such as partitions and shelving when they are present, and safe and appropriate furnishings.

**Private Meeting Space:**

GEs will be provided with a private meeting space by reservation to meet individually with students as needed. This includes regular office hours and/or previously scheduled appointments.

**Access to Telephones and Computers:**

Upon request, GEs will be provided easy and reasonable access to a telephone and to computers equipped with software typically provided other departmental staff and as it relates to GE assignments, during standard working hours (Monday - Friday, 8 am - 5 pm).

**Access to Office Supplies, Photocopies and Printouts:**

GEs will be given access to all necessary office supplies, copy machines, scanners, fax machines, etc. for reasonable use for GE duties associated with the assignment at no out-of-pocket expense. GEs working as instructors of record shall have limits on quantity and out-of-pocket costs for necessary supplies that are substantially similar to other instructional staff with comparable instructional assignments in the department. Access to these supplies shall be available at least during departmental standard working hours (Monday - Friday, 8 am - 5 pm).

**GE Assistance:**

In the College of Education, GEs who work as instructors of record are not assigned to workloads that would require GE assistance. However, in the rare circumstance that a course with an instructor of record GE also has an enrollment greater than 50 it may be necessary to assign a supporting GE to meet the needs of the course. In this circumstance, GEs supporting the GE instructor of record will be hired and evaluated in accordance with graduate school policy.

**10.0 ABSENCES****Absence Notification:**

GEs appointed as instructor of record or with direct instructional duties for a course section are expected to attend all meetings of their assigned course(s). If a GE is unable to attend work at the scheduled time, they must notify their supervisor and the academic program coordinator for the program in which their course is offered as soon as possible, including, if possible, in advance of the scheduled work assignment or class that they are unable to attend. GE's should not cancel a class without permission from their direct supervisor or the department head. To the extent possible, a GE should provide the department with information about where they left off (e.g., in the previous class in the case of a teaching GE).

In the case that a GE is unable to directly notify the department, they may designate someone to make their notification and provide the necessary information to the direct supervisor for

the position and the academic program coordinator for the program in which their course is offered using this protocol.

If a GE is going to miss more than one work week, they or their designee must contact the Graduate School. The Graduate School will coordinate with the GE and the department on any adjustment due to the GE's absence.

For GEs with duties not involving direct instruction, the GE will work with their supervisor to identify timelines and manner for making up any missed work.

**Substitution:**

Any GE who is assigned to cover the responsibilities of an absent GE with more than 24 hours' notice shall have their FTE adjusted in proportion to the amount of time used for the substitution or have their duties adjusted to account for the substitution.

Any GE who substitutes for 1) another GE who is on sick leave and 2) with notices of less than 24 hours will receive hourly compensation at the overtime rate of 1.5 times the substitute's current GE pay rate.

**Make-up Work:**

Generally, for duties missed not related to a class meeting, the GE should check in with their supervisor to determine when and how the missed work will be made up.

**Planned Absences:**

If a GE is planning an approved absence during any working days of the term, they must notify their GE Supervisor on how to reach them (if possible).

**Sick Leave:**

When a GE is absent for a work assignment (such as a class, meeting or lab), regardless of the length of absence that day, they will be charged a day of sick leave.

GEs will receive a monthly email from the College of Education with instructions on how to report any sick leave taken for the prior month. The leave form should be completed no later than the 15th of the month.

**More Information:**

More information about GE absences-- including those related to the birth or placement of a child, a serious health condition, or the care of a partner, child, or parent for a serious health condition-- can be found in Article 29 of the [UO-GTFF Collective Bargaining Agreement](#).