

University Counterproposal~~Union Proposal~~: Impact of Technology
(Staff)

August 20, 2025~~July 15, 2025~~

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1. **Data Security.** The University will protect the personal information and data of bargaining unit employees in accordance with all applicable laws, rules, and regulations. ~~Data shall not be shared with any outside party unless required by law or with the consent of the employee.~~
2. **Discipline.** ~~No bargaining unit employee shall be subject to discipline or discharge based upon data collection methods that were not disclosed in advance to the employee.~~
3. **Notice.** ~~The Employer will provide the Union with written notice of any contemplated implementation of technological changes that could affect bargaining unit work at least 60 days prior to the decision to implement. The parties acknowledge that such changes are subject to the meet and discuss obligation under PERA §702.~~

The Union reserves the right to add to, delete from, or modify any proposal prior to final agreement. Any withdrawal of a proposal is without prejudice to the Union. Any tentative agreement reached between the parties shall not become final until (1) the parties have reached final agreement on a full collective bargaining agreement, and (2) the Union membership has ratified the full collective bargaining agreement.