

University Counterproposal

April 2, 2026

Intellectual Property (Staff)

1.1 The parties agree that the production of new intellectual property can be an important part of bargaining unit employees' work, which is a core part of their contribution to the mission of the University.

1.2 Employer policy RI 10, dated April 5, 2021, is incorporated into this Agreement and shall govern the rights and responsibilities of bargaining unit employees in regard to the intellectual property they produce in the course of their employment, ~~except as modified in this Article.~~ The Employer will provide the Union with thirty (30) calendar days' notice if it amends this policy.

~~1.3 Policy RI 10 states that bargaining unit employees give the Employer a license to Course Materials. For bargaining unit employees who are discharged, involuntarily separated, or laid off, licenses to any Course Materials other than syllabi will immediately expire upon the date of separation.~~

~~1.4 The parties agree that from time to time local, state, or federal regulations and/or statutes governing intellectual property may change, which in turn may require changes to Policy RI 10. Nothing in this Agreement will prevent the Employer from implementing changes to Policy RI 10 to the extent necessary to comply with regulatory or statutory requirements.~~

~~1.5 The Employer may not use copyrightable Scholarly Work or Course Materials, as defined in Policy RI 10, produced by bargaining unit employees for the purposes of developing, training, producing, creating, or contributing to the development, production, training, or creation of AI Systems, without express written license by the bargaining unit employee.~~

~~1.6 Questions regarding interpretation or application of Policy RI 10 shall be resolved in accordance with the Grievance & Arbitration procedure set forth in this Agreement.~~

The University of Pittsburgh reserves the right to add to, delete from, or modify any proposal herein prior to final agreement. Any withdrawal of a proposal is without prejudice to the University. Any tentative agreements reached between the parties on any proposals 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.