ARTICLE 1
RECOGNITION

I. Pursuant to authority vested in the Michigan Employment Relations Commission, IT IS HEREBY CERTIFIED that

   Union of Nontenure-track Faculty/AFT, AFL-CIO

II. Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

III. Michigan State University recognizes the Union of Nontenure-track Faculty/AFT, AFL-CIO as the exclusive representative, in accordance with Michigan Employment Relations Commission Case No. R09 C034 of all employees in the following unit for the purpose of collective bargaining with respect to wages, hours of employment and other conditions of employment.

IV. Included:

   A. All fixed term faculty and fixed term academic staff who: (1) are currently teaching regularly scheduled credit courses, or (2) are currently teaching non-credit courses that are required for degree completion, degree program admittance, or teacher certification.

   B. "Currently teaching" means only that bargaining unit inclusion will be determined according to the duties assigned to an employee in any one semester, regardless of the duties assigned in any other semester.

V. Excluded:

   A. All faculty appointed in the tenure system;

   B. All fixed term faculty and fixed term academic staff whose only teaching of credit courses consists of individualized research, outreach and engagement mentorship courses;

   C. All fixed term faculty and fixed term academic staff whose only teaching duties consist of guest lectures and presentations;

   D. All employees appointed within a continuing appointment system;

   E. All employees appointed within NSCL;

   F. All adjunct, clinical, and military faculty and academic staff with no MSU salary;
G. All Faculty in the colleges of Human Medicine, Osteopathic Medicine, Nursing, and Veterinary Medicine who as a part of their assignment are engaged in the direct provision of medical services;

H. All Michigan State University Extension Service academic staff whose regular assignment base is not the main campus of Michigan State University in East Lansing or Lansing, Michigan;

I. All Michigan State University faculty and academic staff whose regular assignment base is not the main campus of Michigan State University in East Lansing or Lansing, Michigan;

J. All MSU faculty and academic staff who are engaged in non-credit instructional activities only, except for the non-credit instructional duties specifically included above.

K. All Advisors without credit instructional duties, except for the non-credit instructional duties specifically included above;

L. All librarians without credit instructional duties, except for the non-credit instructional duties specifically included above;

M. All research associates and post-doctoral fellows;

N. All visiting faculty with tenure or tenure system status at another institution of higher education;

O. All coaches, including assistant and associate coaches;

P. All executive managers;

Q. All supervisors; confidential employees; employees represented by other recognized bargaining agents at MSU; and all other employees.