**Article ___**

**APPOINTMENT SECURITY**

Section 1.  For doctoral students in life sciences and physical sciences, the University shall provide appointment to SW employment positions at the full TF/RA salary/stipend rate for the duration of the SW's program, provided the SW is making academic progress. For other doctoral students not otherwise funded at least at the GSAS G1 stipend rate, the University shall provide appointment to SW employment positions at the full TF/RA salary/stipend rate for a minimum of four (4) years of the SW's program, exclusive Dissertation Completion Fellowship (DCF), provided the SW is making academic progress.

Section 2. Appointments for salaried/stipended research positions shall typically be for one year with a minimum duration of ten months. Appointments for salaried/stipended teaching positions shall typically be for one year, with a minimum duration of one semester or summer term. Appointments to hourly positions shall be through the end of the term.

Section 3.  If an individual receives an offer of appointment to a SW position, and the position offered is no longer available, the University shall notify the affected individual and the Union. Furthermore, the University will ensure that:

    A. The individual receives equivalent compensation and benefits in lieu of the position for the term of the appointment, or
    B. The individual is placed in a position for which they receive compensation and benefits that are, at minimum, equivalent to that which was initially offered, provided such position does not impose a greater burden on the SW's ability to make academic progress than that of the original position.
    C. A SW must be offered greater compensation if the new position requires substantially more work.

Section 4.  A SW may turn down one or more appointment period(s) without forfeiting the provisions in the article for any remaining appointment period(s). The refusal of a position for an appointment period shall not constitute an abridgement of the length of the appointment.