



41 A bargaining unit member shall ~~be provided have the right to receive~~ paper copy of a document  
42 not available in digital form at no cost to the bargaining unit faculty member.

43  
44 A bargaining unit member may request in ~~advance~~ a time during regular business hours to  
45 inspect their employment personnel or academic personnel file, understanding that either file  
46 may exist, in part or in full, ~~only~~ in digital format and understanding that immediate or instant  
47 access to either personnel file is not reasonable. ~~Such~~ inspections shall be supervised by a staff  
48 member of the OHR or the Office of the Provost, the case may be, and the bargaining unit  
49 member may be accompanied by ~~an Association~~ one (1) representative of their choice. When  
50 scheduling a time to inspect their personnel file, the bargaining ~~unit~~ member should alert the  
corresponding office as to whether the bargaini