

ARTICLE 1  
RECOGNITION

1.1 Bargaining Unit.

(a) The Board recognizes the United Faculty of Florida (UFF) as the exclusive representative for the bargaining unit certified by the Public Employees Relations Commission in Case Number EL-2003-038 (October 24, 2003) and reflected in Certification Order Number 1438. This bargaining unit is the General Faculty bargaining unit.

(b) The Board recognizes the UFF as the exclusive representative, solely for the purpose of collective bargaining with respect to wages, hours, and other terms and conditions of employment as specifically set forth in this Agreement, for all individuals in the bargaining unit described in the certification as amended.

(c) Attached as Appendix "A" is the listing of titles included in the General Faculty bargaining unit.

1.2 Bargaining Unit Job Classification Titles.

(a) Creation of a New Classification.

(1) The Board may create new position classifications with job duties including the creation, dissemination, or presentation of knowledge only after negotiations with the UFF to determine the nature and necessity of the new position classification and whether it will be designated within or outside the bargaining unit.

(2) All new position classifications with job duties including a substantial teaching or research component shall be designated within the bargaining unit.

(b) Disputes Over General Classifications.

(1) If the Board wishes to revise the specifications of an existing class so that its bargaining unit designation may need to be changed, it shall notify the UFF regarding such new designation.


(2) Within thirty (30) days following such notification, the UFF may request a meeting with the Board for the purpose of discussing the designation. If, following such discussion, an agreement cannot be reached, the Board and the UFF shall request the Florida Public Employees Relations Commission to resolve the dispute through unit clarification proceedings.

(c) Disputes Over Classifications of Individuals

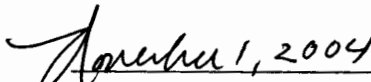
(1) A faculty member or the UFF may request a review of the appropriateness of the faculty member's classification by the appropriate University office.

(2) In case of disagreement with the results of the review, the parties shall proceed to a discussion of the matter in accordance with Article 2, Consultation.

(3) If the UFF believes the classification represents an error that may potentially affect the broader composition of the bargaining unit, the UFF may request the

Approved:   
For the Florida State University  
Board of Trustees

Approved:   
For the United Faculty of Florida

Date:   
November 1, 2004

Date: 1 NOV 2004

1 Florida Public Employees Relations Commission to resolve the dispute through unit clarification  
2 proceedings.

3  
4 (d) Reclassification of Faculty Members to a Non-Unit Classification.

5 (1) Except in cases in which a faculty member voluntarily accepts a position  
6 already outside the General Faculty bargaining unit, faculty members shall be provided written  
7 notice, ninety (90) days in advance, where practicable, with a copy to the local UFF Chapter,  
8 when the Board proposes to reclassify the faculty member to a classification which is not  
9 contained in the General Faculty bargaining unit.

10 (2) The faculty member may request a review of such action consistent with  
11 the provisions of Section 1.2.

12 (3) UFF may discuss such action pursuant to Article 2, Consultation.

13 (4) If the UFF believes the classification represents an error that may  
14 potentially affect the broader composition of the bargaining unit, the UFF may request the  
15 Florida Public Employees Relations Commission to resolve the dispute through unit clarification  
16 proceedings.

17 (5) No faculty member shall be reclassified to a classification that is not  
18 contained in the General Faculty bargaining unit for the purpose of denying the faculty member  
19 rights or protections under this Agreement. A faculty member may pursue a timely over any  
20 contract violation alleged to have occurred prior to the reclassification becoming effective. A  
21 grievance filed under this section will entitle the grievant to the remedies otherwise available to a  
22 unit employee under this contract.

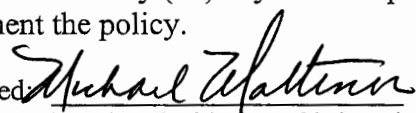
23  
24 1.3 Board and University Rules and Policies.


25 (a) No existing, new or amended Board rule, policy, or resolution shall apply to  
26 faculty members if it conflicts with a provision of the Agreement.

27  
28 (b) The Board shall provide to the local UFF Chapter with an advance copy of any  
29 proposed rule or policy.

30 (1) The Board or the University, as the case may be, shall provide the advance  
31 copy of a proposed rule as soon as practicable but no later than the required date of publication  
32 of the initial public notice of a proposed rule under the provisions of the Administrative  
33 Procedure Act. With respect to a rule adopted pursuant to the emergency provisions of the  
34 Administrative Procedure Act, an advance copy shall be provided as far in advance of its  
35 effective date as is feasible under the circumstances.

36 (2) The advance copy of a policy shall be provided to the UFF or its local  
37 Chapter, as appropriate, as soon as practicable prior to its effective date so as to permit the UFF  
38 to seek consultation with respect to it. A policy impacting faculty terms and conditions of  
39 employment shall not take effect until after the UFF, upon its request, has consulted with the  
40 Board or representatives about the proposed policy or until thirty (30) days after UFF received  
41 the advance copy, whichever is later. If UFF has not requested a consultation on the proposed  
42 policy within thirty (30) days of receipt of the advance copy, the Board may proceed to  
43 implement the policy.

Approved:   
For the Florida State University  
Board of Trustees

Approved:   
For the United Faculty of Florida

Date: November 1, 2004

Date: 1 Nov 2004

1  
2 (c) If the Board or a committee or subcommittee of the Board has scheduled public  
3 hearings on any Board action that would conflict with an express term of this Agreement, the  
4 UFF shall be explicitly notified and provided the opportunity to address the matter.

5  
6 (d) If any proposed rule, policy, or resolution would modify an express term of this  
7 Agreement, the Board or its designee shall engage in collective bargaining with respect to the  
8 change upon the UFF's request. Policies bearing on a matter that is a proper subject of collective  
9 bargaining shall be made only through negotiation and agreement with the UFF.

10  
11 1.4 Board of Trustees Meetings—Agenda and Minutes.

12 (a) The Board shall furnish to the UFF a copy of the agenda of each Board meeting or  
13 Board committee or subcommittee meeting at the time those agendas are made available to  
14 members of the Board or committee of the Board.

15  
16 (b) The Board shall complete collective bargaining negotiations with the UFF prior to  
17 ~~placing taking action on the an agenda item any matter~~ that would alter a term or condition of  
18 bargaining unit employment and is a mandatory subject of bargaining.

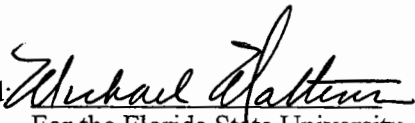
19  
20 (c) The Board shall furnish to the UFF a copy of the public minutes of Board or  
21 committee meetings at the time they are made available to the members of the Board or  
22 committee.

23  
24 1.5 Right to Hear Views.


25 (a) The Board may meet with any individual or organization to hear views on any  
26 matter, provided, however, that policies bearing on any such matter which is a proper subject of  
27 collective bargaining shall be made only through negotiation and agreement with the UFF.

28  
29 (b) If the Board meets with a group or organization to hear views or to discuss a  
30 matter that is a proper subject of collective bargaining, a UFF representative shall be permitted to  
31 address the subject.

32  
33 (c) Faculty Orientations. At all orientation meetings expressly for faculty members  
34 the UFF shall be permitted to make presentations of reasonable length and to distribute  
35 informational material from UFF.

Approved:   
For the Florida State University  
Board of Trustees

Date: November 1, 2004

Approved:   
For the United Faculty of Florida

Date: 1 NOV 2004