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4 **ARTICLE 3**  
5 **UFF RIGHTS**

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8 3.1 Use of Facilities and Services.

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10 (a) The UFF shall have the right to use university facilities for meetings and  
11 all other services on terms no less favorable than other organizations such as student  
12 organizations, honor societies, fraternities, sororities and alumni associations.

13 (b) The Board shall provide the UFF with the same office as the University is  
14 currently providing, unless the Board and the UFF mutually agree to other arrangements.

15 (c) The UFF's current use of university facilities and other services shall not  
16 be diminished.

17 3.2 Communications.

18 (a) UFF may post bulletins and notices relevant to its position as the  
19 collective bargaining agent on a reasonable number of existing bulletin boards.

20  
21 (1) Specific locations shall be mutually selected by the Board or its  
22 representatives and the local UFF Chapter in the course of consultation pursuant to  
23 Article 2, Consultation.

24  
25 (2) All materials placed on the designated bulletin boards shall bear  
26 the date of posting, the signature of the UFF official authorizing the posting and may be  
27 removed by the Board or its representatives after having been posted for a period of thirty  
28 (30) days. In addition, such bulletin boards may not be used for election campaigns for  
29 public office.

30  
31 (b) The Board shall place a link to the web site of the local UFF in mutually  
32 agreed upon places on the university web site.

33  
34 (c) UFF faculty and faculty representatives may use existing university e-mail  
35 listservs to communicate electronically with faculty and the Board. In the event the UFF  
36 seeks to establish a new listserv it shall be a subject of consultation pursuant to Article 2,  
37 Consultation. Faculty who are e-mail recipients of the listserv shall have the right to have  
38 themselves removed from the listserv upon their written request.

39  
Approved:   
For the Florida State University  
Board of Trustees

Approved:   
For the United Faculty of Florida/FSU

Date: 7/13/2005

Date: 13 July 2005

1 (d) The UFF may use the campus mails, subject to all applicable regulations  
2 of the United States Postal Service. The UFF may also use e-mail and any electronic  
3 message system, at no cost. The mails may not be used for election campaigns for public  
4 office, except that the UFF may announce endorsements made by the UFF or its  
5 affiliates.

6  
7 (e) The Board shall not make reprisals of any kind against faculty members  
8 for engaging in any of the forms of communication described in this section.

9  
10 3.3 Leave of Absence -- Union Activity.

11  
12 (a) At the written request of the UFF, provided no later than May 1 of the year  
13 prior to the beginning of the academic year when such leave is to become effective, a  
14 full-time or part-time leave of absence for the academic year shall be granted to up to  
15 three (3) faculty members designated by the UFF for the purpose of carrying out UFF's  
16 obligations in representing faculty members and administering this Agreement, including  
17 lobbying and other political representation. Such leave shall also be granted to up to three  
18 (3) faculty members for the entire summer term, upon written request by the UFF  
19 provided no later than March 15. The Board may refuse to honor any of the leave of  
20 absence requests if they are submitted after the deadline.

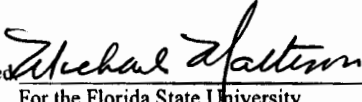
21  
22 (b) No more than one faculty member per fifteen (15) faculty members per  
23 department/unit, need be granted such leave at any one time, unless the Board and the  
24 UFF agree otherwise.

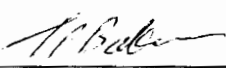
25  
26 (c) The UFF shall reimburse the Board for the faculty member's salary, fringe  
27 benefits, and retirement.

28  
29 (d) Faculty members on full-time leave under this paragraph shall be eligible  
30 to receive salary increases. Faculty members on less than full-time leave under this  
31 paragraph shall be eligible to receive salary increases on the same basis as other faculty  
32 members.

33  
34 (e) The Board shall not be liable for the acts or omissions of said faculty  
35 member's during the leave and the UFF shall hold the Board harmless for any such acts  
36 or omissions, including the cost of defending against such claims.

37  
38 (f) An employee on such leave shall not be evaluated for this activity.  
39 However, such activity shall be considered university service, and the Board shall not use  
40 such activity against the faculty member in making personnel decisions.

Approved:   
For the Florida State University  
Board of Trustees

Approved:   
For the United Faculty of Florida/FSU

Date: 7-13-2005

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3.4 Released Time.

(a) The Board agrees to provide Six (6) units of released time each semester to full-time faculty members designated by the UFF for the purpose of carrying out the UFF's obligations in representing faculty members and administering this Agreement. The UFF may designate faculty members to receive released time during the academic year, subject to the following conditions:

(1) In departments/units with fifteen (15) or fewer faculty members, no more than one unit of released time shall be assigned without consent of the department/unit supervisor.

(2) The UFF shall provide the Board with a list of designees for the academic year no later than May 1 preceding the academic year. Upon approval of the designees by the Board, the designees shall serve for one (1) academic year. Substitutions for the Spring semester may be made upon written notification submitted by the UFF to the Board no later than October 15.

(b) (1) Each "unit" of released time shall consist of a 25% reduction in academic assignment per Fall or Spring semester for faculty members. Prior to the UFF notifying the Dean of the Faculties of the list of designees, the potential designees shall consult with the chair or other immediate supervisor and determine the distribution of the reduction between teaching, research and service assignments so as to best serve the interests of the faculty member and the University. The reduction shall normally come from the teaching assignment, for faculty with teaching responsibilities. Exceptions shall be justified in a written statement signed by the faculty member and the immediate supervisor. Where the faculty member has a teaching assignment after the reduction in academic assignment and the schedule of classes will allow, the University shall arrange for Tuesday - Thursday teaching schedules for faculty members who are designated to receive released time for collective bargaining.

(2) A faculty member may receive more than one "unit" of released time per semester.

(c) Released time shall be used for conducting UFF business, and shall not be used for lobbying or other political representation. Leave for lobbying or other political representation may be purchased by the UFF pursuant to Section 3.3.

Approved: Michael Zofattum  
For the Florida State University  
Board of Trustees

Approved: [Signature]  
For the United Faculty of Florida/FSU

Date: 7-13-2005

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1 (d) Faculty members who are on leave of any kind, other than leave pursuant  
2 to Section 3.3, shall not be eligible to receive released time.

3  
4 (e) The Board may refuse to honor any of the released time requests  
5 submitted after the deadline.

6  
7 (f) Faculty members on released time shall be eligible for salary increases on  
8 the same basis as other faculty members. Their released time activities shall not be  
9 evaluated, but such released time shall be considered university services and the Board  
10 shall not use such activity against the faculty in making personnel decisions.

11  
12 (g) Faculty members on released time shall retain all rights and  
13 responsibilities as other faculty members but shall not be considered representatives of  
14 the Board for any activities undertaken on behalf of the UFF. The UFF agrees to hold the  
15 Board harmless for any claims arising from such activities, including the cost of  
16 defending against such claims.

17 (h) Summer.

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19  
20 (1) The Board agrees to provide UFF four (4) units of released time  
21 assignments in increments of 0.25 FTE over thirteen (13) weeks. A faculty member may  
22 be designated for more than one unit increment. No more than one faculty member per  
23 fifteen (15) faculty members per department/unit may be designated to receive such  
24 released time, unless agreed to by the department supervisor.

25  
26 (2) The UFF shall provide the Board with a list of requested designees  
27 no later than April 7<sup>th</sup> of the academic year preceding the summer term.


28  
29 (3) All other provisions contained in Section 3.4, except 3.4(a) and (b),  
30 shall apply to summer released time.

Approved:



For the Florida State University  
Board of Trustees

Approved:



For the United Faculty of Florida/FSU

Date:

7-13-2005

Date:

13 July 2005