

ARTICLE 46

MANAGEMENT RIGHTS

4.1 Policy. The ~~Board of Trustees~~University, ~~on its own behalf and on behalf of the University of Central Florida, hereby retains and reserves unto itself~~shall have all the rights, powers, duties, and authority vested in it by the Florida Constitution, the Board of Governors, Florida statutes and case law, to plan, govern, manage, and control the University of Central Florida, ~~and in all respects~~ in carrying out the ordinary and customary functions of management.

4.2 Limitations.

(a) All such rights, powers, duties, and authority are subject to those limitations imposed ~~retained and reserved by the Board, subject to those limitations imposed~~ by this Agreement or applicable law. ~~Only violations of such limitations shall be subject to Article 20, Grievance Procedure.~~

(b) The management rights referenced in Section 3.1, above, do not constitute a waiver of, nor shall in any way be deemed to waive, any rights UFF possesses under law to bargain over subsequent changes with respect to wages or other terms and conditions of employment of bargaining unit faculty.

(c) Nothing in this article shall limit or waive the right of UFF or any faculty member to seek to remedy violations of the Public Employees Relations Act, or to initiate federal or state court actions for violations of federal or state laws.