

1 *ARTICLE 3 [2017-2018]*  
2 *[supersedes earlier versions, including 2015-2018 and 2016-17]*  
3 *UFF PRIVILEGES*  
4

5 **3.1 Use of Facilities and Services.** Subject to the rules and policies of the University, the UFF  
6 shall have the right to use University facilities for meetings and to use all other services of the University  
7 on the same basis as they are generally available to University-related groups and organizations. For  
8 purposes of this Agreement, University-related groups and organizations are groups that are directly  
9 related to University operations or the University community and that may or may not receive budgetary  
10 support. Examples of such groups include student organizations, honor societies, fraternities, sororities,  
11 alumni associations, faculty committees, and direct support organizations.  
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13 **3.2 Communications.**

14 (a) ~~The~~ UFF may post bulletins and notices relevant to its position as the collective  
15 bargaining agent on at least one bulletin board per building where employees have offices. Specific  
16 locations within a building shall be mutually selected by the University and the local UFF Chapter. All  
17 materials placed on the designated bulletin boards shall bear the date of posting and may be removed by  
18 the University after having been posted for ~~a period of~~ sixty days. In addition, such bulletin boards may  
19 not be used for election campaigns for public office.

20 (b) The University ~~will~~shall place a link to the local UFF Chapter web-site at  
21 [www.collectivebargaining.ucf.edu](http://www.collectivebargaining.ucf.edu).  
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23 **3.3 Leave of Absence -- Union Activity.**

24 (a) At the written request of the UFF, provided no later than May 1 of the ~~year prior to the~~  
25 ~~beginning of the preceding~~ academic year when such leave is to become effective, a full-time or part-time  
26 unpaid leave of absence for the academic year shall be granted to up to two employees designated by the  
27 UFF for the purpose of carrying out UFF's obligations in representing employees and administering this  
28 Agreement, including lobbying and other political representation. Such leave may also be granted to one  
29 employee for the entire summer term, upon written request by the UFF provided no later than March 15  
30 of the preceding academic year. Upon the failure of the UFF to provide the University with a list of  
31 designees by the specified deadlines, the University may refuse to honor any ~~of the late~~ requests ~~which~~  
32 ~~were submitted late~~.

33 (b) No more than two employees from any college/unit, nor more than one employee per  
34 fifteen employees per department/unit, shall be granted such leave at any one time.

35 (c) The UFF shall reimburse the University for the employee's fringe benefits.

36 (d) Employees on leave under this paragraph shall be eligible to receive salary increases in  
37 accordance with the provisions of Article 17.

38 (e) An employee who has been granted leave under this Article for four consecutive  
39 academic years shall not again be eligible for such leave until one academic year has elapsed following  
40 the end of the leave. One employee, designated by the UFF, shall be exempt from the provisions of this  
41 subsection. Other exceptions may be granted at the discretion of the University upon prior written request  
42 by the UFF.

43 (f) The University shall not be liable for the acts or omissions of said employees during the  
44 leave and the UFF shall hold the University harmless for any such acts or omissions, including the cost of  
45 defending against such claims.

46 (g) An employee on such leave shall not be evaluated for this activity nor shall such activity  
47 be considered by the University in making personnel decisions.  
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49 **3.4 Released Time.**

50 (a) The University agrees to provide released time each calendar year to full-time employees  
51 designated by the UFF for the purpose of carrying out the UFF's obligations in collective bargaining  
52 negotiations, contract enforcement and grievance representation. The Parties ~~wish~~ shall take coordinated  
53 action to facilitate an adequate and mutually convenient bargaining schedule. A maximum of five units  
54 of released time shall be granted during each spring and fall semester and four units in each summer  
55 session. The UFF may designate employees to receive released time during the year subject to the  
56 following conditions:

57 (1) A maximum of three released time units per semester shall be granted to employees  
58 in any one college.

59 (2) The UFF shall provide the University with a list of designees for the academic year no  
60 later than May 1 of the preceding academic year. Substitutions for the spring semester shall be made  
61 upon written notification submitted by the UFF to the University no later than November 1. A list of  
62 designees for the summer shall be submitted no later than March 1 preceding that summer.

63 (3) Released time shall not become part of the status quo.

64 (b) Each "unit" of released time shall consist of a reduction in teaching load of one course  
65 per fall or spring semester for instructional employees or, for non-teaching employees, a reduction in  
66 workload of ten hours per week, which shall include a 25% reduction in assigned duties. One unit of  
67 released time may be used during the summer term at a rate of 12.5% of the employee's nine-month  
68 salary and shall be considered the equivalent of one summer term course's FTE for instructional  
69 employees. For non-teaching twelve-month employees, one unit of summer released time shall include a  
70 reduction in workload of ten hours per week, which shall include a 25% reduction in assigned duties.

71 (c) Released time shall be used only by members of UFF's designated collective bargaining  
72 team and by the UFF's designated grievance representatives, at the University or state level, and shall not  
73 be used for lobbying or other political representation.

74 (d) Employees who are on leave of any kind shall not be eligible to receive released time.

75 (e) Upon the failure of the UFF to provide a list of designees by the specified deadlines, the  
76 University may refuse to honor any released time requests that were submitted late. Substitutions  
77 submitted after the November 1 deadline shall be allowed at the discretion of the University.

78 (f) An employee who has been granted released time for either or both semesters during four  
79 consecutive academic years shall not again be eligible for released time until two academic years have  
80 elapsed following the end of the fourth academic year in which such released time was granted.

81 (1) As an exception to this limitation, three employees designated by the UFF shall  
82 be eligible for released time for responsibilities at the UFF state level for one additional year. These  
83 employees shall not again be eligible for released time until two academic years have elapsed following  
84 the end of the fifth academic year of released time. These employees shall be identified by the UFF no  
85 later than May 1 of the preceding academic year; substitutions may be approved by the University at its  
86 discretion.

87 (2) One employee, designated by the UFF, shall be exempt from the released time  
88 limitations of Article 3.4(f). Other exceptions may be granted at the discretion of the University upon  
89 prior written request by the UFF.

90 (g) Employees on released time shall be eligible for salary increases on the same basis as  
91 other employees. Their released time activities shall not be evaluated and the University shall not use  
92 such activity against the employee in making personnel decisions.

93 (h) Employees on released time shall retain all rights and responsibilities as employees but  
94 shall not be considered representatives of the University for any activities undertaken on behalf of the  
95 UFF. The UFF agrees to hold the University harmless for any claims arising from such activities,  
96 including the cost of defending against such claims.