

ARTICLE 12
RECOGNITION

1
2
3
4
5 **1.1 Bargaining Unit.** Pursuant to Commission Order 03E-097, dated April
6 28, 2003, wherein the Public Employees Relations Commission issued
7 Certification No. 1391 to the United Faculty of Florida, the University
8 recognizes the UFF as the exclusive representative, solely for the purpose of
9 collective bargaining with respect to wages, hours, and other terms and
10 conditions of employment as specifically set forth in this Agreement, for all
11 employees in the bargaining unit described in the certification. Attached as
12 Appendix "A," for information purposes only and not made a part of the
13 Agreement, is the listing of position classifications (job code titles) included in
14 the bargaining unit.
15

16 **1.2 University Regulations and Policies.**
17

18 (a) If there is an inconsistency between an existing University
19 regulation or policy and an express provision of this Agreement, the
20 University agrees to promptly remedy the inconsistency.
21

22 (b) No new or amended University regulation, policy, or resolution
23 shall apply to employees if it conflicts with an express term of the Agreement.
24

25 (c) The University shall provide to the UFF an advance copy of any
26 new or amended University regulation or policy changing a term or condition of
27 employment contained in this Agreement. The University shall provide the
28 advance copy of a proposed regulation no later than the date of publication
29 under the provisions of the Administrative Procedure Act. Such advance copy
30 of a University policy shall be provided to the UFF at least ~~two (2) weeks~~ 14
31 days before ~~in advance of~~ its effective date, ~~so as~~ to permit the UFF to seek
32 consultation with respect to it. With respect to a regulation adopted pursuant to
33 the emergency provisions of the Administrative Procedure Act, an advance
34 copy shall be provided as far in advance of its effective date as is feasible under
35 the circumstances.
36

37 (d) If the University or a committee of the University has scheduled
38 public hearings on any University action that would conflict with an express
39 term of this Agreement, the UFF shall ~~not be denied~~ shall be provided the
40 opportunity to address the matter.
41

42 (e) If any proposed regulation, policy, or resolution would modify an
43 express term of this Agreement, the University or its designee shall engage in
44 collective bargaining with respect to the change upon the UFF's request.
45
46

47 **1.3 Board of Trustees Meetings -- Agenda.**

48 (a) The University shall furnish to the UFF a copy of the agenda of
49 each Board of Trustees meeting or Board of Trustees committee meeting at
50 the time those agendas are made available to members of the Board of
51 Trustees, ~~and a copy of the minutes of Board of Trustees meetings at the time~~
52 ~~they are made available to the general public.~~

53
54 **1.43 Right to Hear Views.** Nothing contained in this Agreement shall be
55 construed to prevent the University or its representatives, from meeting with
56 any individual or organization to hear views on any matter, provided however,
57 that as to any such matter which is a proper subject of collective bargaining
58 and covered by a term of this Agreement, any changes or modification shall
59 be made only through negotiation and agreement with the UFF.

60
61 **1.54 Faculty Orientations.** UFF shall be given the opportunity to ~~sponsor a~~
62 ~~breakfast, lunch, or reception during the fall address~~ faculty ~~during~~ new hire
63 orientations.