

ARTICLE 1  
RECOGNITION

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4 1.1 Bargaining Unit. Pursuant to Certification No. 1391 issued April 28, 2003, by  
5 the Public Employees Relations Commission following a petition for voluntary  
6 recognition, the Board has recognized the UCF-UFF as the exclusive representative,  
7 solely for the purpose of collective bargaining with respect to wages, hours, and other  
8 terms and conditions of employment as specifically set forth in this Agreement, for all  
9 employees in the bargaining unit described in the certification as amended. Attached as  
10 Appendix "A," for information purposes only and not made a part of the Agreement, is  
11 the listing of classifications included in the bargaining unit.

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13 1.2 University Rules and Policies.

14 (a) The University shall provide to the UCF-UFF an advance copy of any  
15 proposed rule or policy changing a term or condition of employment contained in this  
16 Agreement. The University shall provide the advance copy of a proposed rule no later  
17 than the date of publication under the provisions of the Administrative Procedure Act.  
18 The advance copy of a policy shall be provided to the UCF-UFF, as appropriate, at least  
19 two (2) weeks in advance of its effective date so as to permit the UCF-UFF to seek  
20 consultation with respect to it. With respect to a rule adopted pursuant to the emergency  
21 provisions of the Administrative Procedure Act, an advance copy shall be provided as far  
22 in advance of its effective date as is feasible under the circumstances.

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24 (b) If the Board or a committee of the Board has scheduled public hearings on  
25 any Board action that would conflict with an express term of this Agreement, the UCF-  
26 UFF shall not be denied the opportunity to address the matter.

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28 (c) If any proposed rule, policy, or resolution would modify an express term  
29 of this Agreement, the Board or its designee shall engage in collective bargaining with  
30 respect to the change upon the UCF-UFF's request.

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32 1.3 Board of Trustees Meetings -- Agenda.

33 (a) The Board shall furnish to the UCF-UFF a copy of the agenda of each  
34 Board meeting or Board committee meeting at the time those agendas are made available  
35 to members of the Board, and a copy of the minutes of Board meetings at the time they  
36 are made available to the general public.

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38 1.4 Right to Hear Views. Nothing contained in this Agreement shall be construed to  
39 prevent the Board or University from meeting with any individual or organization to hear  
40 views on any matter, provided however, that as to any such matter which is a proper  
41 subject of collective bargaining and covered by a term of this Agreement, any changes or  
42 modification shall be made only through negotiation and agreement with the UCF-UFF.