

ARTICLE 1
RECOGNITION

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4 1.1 Bargaining Unit. Pursuant to Certification No. 1391 issued April 28, 2003, by the
5 Public Employees Relations Commission following a petition for voluntary recognition,
6 the Board recognizes the UFF in Commission Order 03E-097, as the exclusive
7 representative, solely for the purpose of collective bargaining with respect to wages,
8 hours, and other terms and conditions of employment as specifically set forth in this
9 Agreement, for all employees in the bargaining unit described in the certification as
10 amended. Attached as Appendix "A," for information purposes only and not made a part
11 of the Agreement, is the listing of classifications included in the bargaining unit.
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13 1.2 Historical Overview. The United Faculty of Florida was the certified bargaining
14 agent for the faculty and other professional employees employed in the State University
15 System of Florida from 1977 through January 6, 2003. The UFF negotiated a series of
16 collective bargaining agreements with the Florida Board of Regents and its successor, the
17 Florida Board of Education, the last of which was effective through January 7, 2003. As
18 a result of the implementation of Article 9, Section VII of the Florida Constitution
19 approved by the voters in November, 2002, the University of Central Florida Board of
20 Trustees became the public employer of the public employees employed at the University
21 of Central Florida on January 7, 2003.
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23 1.3 University Rules and Policies.

24 (a) The University shall provide to the UFF an advance copy of any new or
25 amended University rule or policy changing a term or condition of employment contained
26 in this Agreement. Such advance copy of a new or amended University rule shall be
27 provided no later than the date of publication under the provisions of the Administrative
28 Procedure Act. Such advance copy of a University policy shall be provided to the UFF at
29 least three (3) weeks in advance of its effective date so as to permit the UFF to seek
30 consultation with respect to it. With respect to a rule adopted pursuant to the emergency
31 provisions of the Administrative Procedure Act, an advance copy shall be provided as far
32 in advance of its effective date as is feasible under the circumstances.
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34 (b) If the University or a committee of the University has scheduled public
35 hearings on any University action that would conflict with an express term of this
36 Agreement, the UFF shall not be denied the opportunity to address the matter.
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38 (c) If any new or amended rule, policy, or resolution would modify an express
39 term of this Agreement, the University or its designee shall engage in collective
40 bargaining with respect to the change upon the UFF's request.
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42 (d) No existing, new, or amended University rule or policy shall apply to
43 employees if it conflicts with an express term of the Agreement.
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45 1.4 Board of Trustees Meetings -- Agenda.

1 (a) The University shall furnish to the UFF a copy of the agenda of each
2 Board of Trustees meeting or Board of Trustees committee meeting at the time those
3 agendas are made available to members of the Board of Trustees, and a copy of the
4 minutes of Board of Trustees meetings at the time they are made available to the general
5 public.

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7 1.5 Right to Hear Views. Nothing contained in this Agreement shall be construed to
8 prevent the University or its representatives, from meeting with any individual or
9 organization to hear views on any matter, provided however, that as to any such matter
10 which is a proper subject of collective bargaining and covered by a term of this
11 Agreement, any changes or modification shall be made only through negotiation and
12 agreement with the UFF.

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14 1.6 Faculty Orientations. UFF shall be given the opportunity to sponsor a breakfast,
15 lunch, or reception during the fall faculty new hire orientation.