

ARTICLE 1
RECOGNITION

1.1 Bargaining Unit. Pursuant to Certification No. 1391 issued April 28, 2003, by the Public Employees Relations Commission following a petition for voluntary recognition, the Board recognizes the UFF in Commission Order 03E-097, as the exclusive representative, solely for the purpose of collective bargaining with respect to wages, hours, and other terms and conditions of employment as specifically set forth in this Agreement, for all employees in the bargaining unit described in the certification as amended. Attached as Appendix "A," for information purposes only and not made a part of the Agreement, is the listing of classifications included in the bargaining unit.

1.2 University Rules and Policies.

(a) The University shall provide to the UFF an advance copy of any new or amended University rule or policy changing a term or condition of employment contained in this Agreement. Such advance copy of a new or amended University rule shall be provided no later than the date of publication under the provisions of the Administrative Procedure Act. Such advance copy of a University policy shall be provided to the UFF at least three (3) weeks in advance of its effective date so as to permit the UFF to seek consultation with respect to it. With respect to a rule adopted pursuant to the emergency provisions of the Administrative Procedure Act, an advance copy shall be provided as far in advance of its effective date as is feasible under the circumstances.

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

(c) If any new or amended rule, policy, or resolution would modify an express term of this Agreement, the University or its designee shall engage in collective bargaining with respect to the change upon the UFF's request.

(d) No existing, new, or amended University rule or policy shall apply to employees if it conflicts with an express term of the Agreement.

1.3 Board of Trustees Meetings -- Agenda.

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

1.4 Right to Hear Views. Nothing contained in this Agreement shall be construed to prevent the University or its representatives, from meeting with any individual or organization to hear views on any matter, provided however, that as to any such matter

1 which is a proper subject of collective bargaining and covered by a term of this
2 Agreement, any changes or modification shall be made only through negotiation and
3 agreement with the UFF.
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5 1.5 Faculty Orientations. UFF shall be given the opportunity to sponsor a breakfast,
6 lunch, or reception during the fall faculty new hire orientation.