

ARTICLE 3
~~UCF~~-UFF PRIVILEGES

3.1 Use of Facilities and Services. Subject to the rules and policies of the Board and the University~~ies~~, the ~~UCF~~-UFF shall have the right to use University facilities for meetings and to use all other services of the University on the same basis as they are generally available to ~~other~~ University-related groups and organizations. For purposes of this Agreement, ~~which are defined as follows:~~

University-related Groups and Organizations; are groups that are directly related to University operations or the University community; and which that may or may not receive budgetary support. Examples of such groups include student organizations, honor societies, fraternities, sororities, alumni associations, faculty committees, and direct support organizations; ~~the United Faculty of Florida, etc.~~

3.2 Communications.

(a) ~~UCF~~-UFF may post bulletins and notices relevant to its position as the collective bargaining agent on existing bulletin boards in specific locations mutually selected by the University and the ~~UCF~~-UFF Chapter in the course of consultation pursuant to Article 2, Consultation. All materials placed on the designated bulletin boards shall bear the date of posting and may be removed by the University after having been posted for a period of thirty (30) days. In addition, such bulletin boards may not be used for exclusive collective bargaining representation.

(b) The University will place a link in an appropriate place on the UCF web site to the ~~UCF~~-UFF web site..

~~3.3— Board and University Documents. The University shall make the following documents available by links on the University web site:~~

~~—(a)— the minutes of the meetings of the Board;~~

~~—(b)— Board rules published under the Administrative Procedure Act; and~~

~~—(c)— the University's operating budget.~~

[Contents of Section 3.3 were moved to Article 7.]

3.3 Released Time.

(a) The Board agrees to provide one unit of released time per one-hundred fifty (150) employees each semester to full-time employees designated by the UFF for the purpose of carrying out the UFF's obligations in representing employees and administering this Agreement. The UFF may designate employees to receive released time during the year subject to the following condition: A maximum of three (3) released time units per semester may be granted to employees in any one (1) college.

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2 The UFF shall provide the Board with a list of designees for the academic year no
3 later than July 1 of the academic year. The designees shall serve for one (1) academic
4 year. Substitutions for the spring semester may be made upon written notification
5 submitted by the UFF to the Board no later than November 1.

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7 (b) (1) Each "unit" of released time shall consist of a reduction in teaching
8 load of one (1) course per Fall or Spring semester for instructional employees or, for non-
9 teaching employees, a reduction in workload of ten (10) hours per week, which shall
10 include a 25% reduction in assigned duties. One unit of released time may be used during
11 the summer term at a rate of 11% of the employee's nine-month salary and shall be
12 considered the equivalent of one summer term course's FTE for instructional employees.
13 For non-teaching twelve-month employees, one unit of summer released time shall
14 include a reduction in workload of ten (10) hours per week, which shall include a 25%
15 reduction in assigned duties.

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17 (c) Released time shall be used for conducting UFF business, at the University or
18 State level, and shall not be used for lobbying or other political representation.

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

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23 (e) Upon the failure of the UFF to provide a list of designees by the specified
24 deadlines, the Board may refuse to honor any of the released time requests which were
25 submitted late. Substitutions submitted after the November 1 deadline shall be allowed at
26 the discretion of the Board.

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28 (f) An employee who has been granted released time for either or both semesters
29 during four (4) consecutive academic years shall not again be eligible for released time
30 until two (2) academic years have elapsed following the end of the fourth academic year
31 in which such released time was granted.

32 As an exception to this limitation, three (3) employees designated by the UFF
33 shall be eligible for released time for responsibilities at the UFF state level for one (1)
34 additional year. These employees shall not again be eligible for released time until two
35 (2) academic years have elapsed following the end of the fifth academic year of released
36 time. These employees shall be identified by the UFF no later than May 1 of the
37 preceding academic year; substitutions may be approved by the Board at its discretion.

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

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43 (h) Employees on released time shall retain all rights and responsibilities as
44 employees but shall not be considered representatives of the Board for any activities

1 undertaken on behalf of the UFF. The UFF agrees to hold the Board harmless for any
2 claims arising from such activities, including the cost of defending against such claims.
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