

ARTICLE 3
UFF PRIVILEGES

3.1 Use of Facilities and Services. Subject to the rules and policies of the University, the 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 University-related groups and organizations. For purposes of this Agreement,

University-related Groups and Organizations are groups that are directly related to University operations or the University community and 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.

3.2 Communications.

(a) UFF may post bulletins and notices relevant to its position as the collective bargaining agent on a reasonable number of existing bulletin boards but on at least one bulletin board per building where a substantial number of employees have offices. Specific locations shall be mutually selected by the University and the local 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 election campaigns for public office or exclusive collective bargaining representation.

(b) The University will place a link to the UFF web site in an appropriate place on the University web site, as determined by the University.

3.3 Released Time.

(a) The University agrees to provide one unit of released time per one-hundred fifty (150) employees each calendar year 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. A maximum of four (4) units of released time may be granted for such purposes per fall or spring semester or during the summer term. 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.

The UFF shall provide the University with a list of designees for the academic year no later than May 1 of the preceding academic year. The designees shall serve for one (1) academic year. Substitutions for the spring semester may be made upon written notification submitted by the UFF to the University no later than November 1.

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

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

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

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17 (e) Upon the failure of the UFF to provide a list of designees by the specified
18 deadlines, the University may refuse to honor any of the released time requests which
19 were submitted late. Substitutions submitted after the November 1 deadline shall be
20 allowed at the discretion of the University.

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

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

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34 (g) Employees on released time shall be eligible for salary increases on the same
35 basis as other employees. Their released time activities shall not be evaluated and the
36 University shall not use such activity against the employee in making personnel
37 decisions.

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39 (h) Employees on released time shall retain all rights and responsibilities as
40 employees but shall not be considered representatives of the University for any activities
41 undertaken on behalf of the UFF. The UFF agrees to hold the University harmless for any
42 claims arising from such activities, including the cost of defending against such claims.