

(b) Renegotiations for the agreement term September 1, 2013 through August 31, 2014 shall begin no later than August 8, 2013, and shall include Article 23 and any other articles mutually agreed to by the parties.

(c) Renegotiations for the agreement term September 1, 2014 through August 31, 2015 shall begin no later than August 8, 2014, and shall include Article 23 and any other articles mutually agreed to by the parties.

(d) Renegotiations for a successor agreement shall begin no later than January 1, 2015.

(e) The parties may agree to include other subjects in their renegotiations.

30.2 Amendments. This Agreement may be modified or amended only upon mutual, written agreement of the Board and the UFF. In the event the Board and the UFF negotiate a mutually acceptable amendment to this Agreement, such amendment shall be put in writing and become part of this Agreement upon ratification by both parties.

Article 31 (TA 10/5/2012, no changes from white (handshake) book)

ARTICLE 31

TOTALITY OF AGREEMENT

31.1 Limitation. The Board and the UFF acknowledge that during the negotiations which resulted in the Agreement, the Board and the UFF had the unlimited right and opportunity to present demands and proposals with respect to any and all matters lawfully subject to collective bargaining, and that all of the understandings and agreements arrived at thereby are set forth in this Agreement, and that it shall constitute the entire and sole Agreement between the parties for its duration.

31.2 No Obligation to Bargain. The Board and the UFF, during the term of this Agreement, voluntarily and unqualifiedly waive the right, and agree that the other shall not be obligated, to bargain collectively with respect to any subject or matter, whether or not referred to or covered by this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of the parties at the time they negotiated or signed this Agreement.

31.3 Modifications. Nothing herein shall, however, preclude the Board and the UFF from mutually agreeing to alter, amend, supplement, delete, enlarge, or modify in writing any of the provisions of this Agreement.

Article 32 (TA 3/28/2013)

ARTICLE 32

DEFINITIONS

As used in this Agreement, the term:

- "academic year" means a period consisting of a fall and spring semester of approximately 39 contiguous weeks.
- "bargaining unit" means those employees, collectively, represented for collective bargaining purposes by the UFF pursuant to Commission Order 03E-097, dated April 28, 2003, wherein the Public Employee Relations Commission issued Certificate No. 1391 to the United Faculty of Florida.
- "Board" or "Board of Trustees" means the body established by Article IX, Section 7 of the Florida Constitution and by Florida Statutes ss. 1001.71-1001.74, responsible for the administration of the University of Central Florida.
- "break in service" means those absences following which the employee is treated as a new employee for purposes of computing seniority and years of service.
- "college/unit" means a college or a comparable administrative unit generally equivalent in size and character to a college.
- "continuous service" means employment uninterrupted by a break in service. For academic year employees (9 month employees), one year of continuous service is equivalent to the nine (9) or month employment period.
- "days" means calendar days.
- "department/unit" means a department or a comparable administrative unit generally equivalent in size and character to a department.
- "employee" means a member of the bargaining unit.
- "equitable" means fair and reasonable under the circumstances.
- "Florida Board of Governors" means the body established by Article IX, Section 7 of the Florida Constitution.
- "Immediate family" means the spouse or same-sex domestic partner and the grandparents, parents, brothers, sisters, children, and grandchildren of both the employee and the spouse or same-sex domestic partner, and dependents living in the household.
- "Instructor" means a non-tenure earning employee whose primary responsibilities are teaching, service, and related activities and who possesses a non-terminal degree from an accredited institution in an appropriate field of specialization or equivalent qualifications based on professional experience.
- "Lecturer" means a non-tenure earning employee whose primary responsibilities are teaching, service, and related activities and who possesses a terminal degree from an accredited institution in an appropriate field of specialization or equivalent qualifications based on professional experience.
- "months" means calendar months.
- "multi-year appointment" means an appointment made for a period of two-to-five academic or calendar years that may be renewed in two-to-five year increments at the end of the contract period at the discretion of the University.

- "number" The singular includes the plural.
- "principal place of employment" means the campus location or other university site specified on the employee's standard employment contract.
- "semester" means one of the two approximately 19.5 week periods which together constitute the academic year.
- "State University System" means the public universities of the State of Florida.
- "supervisor" means an individual identified by the President or representative as having immediate administrative authority over bargaining unit employees.
- "UFF" means United Faculty of Florida.
- "University" or "University or representative" or "UCF" means the University of Central Florida Board of Trustees, the body established by Florida Statutes, 2004, Chapter 1001, acting through the President and its staff.
- "year" means a period of twelve (12) consecutive months.