TITLES AND HEADINGS

The titles of articles and headings that precede text are inserted solely for convenience of reference and shall not limit nor effect the meaning, construction, nor effect of any provision of this Agreement.

ARTICLE 1

RECOGNITION

1.1 ~~1.1~~ Bargaining Unit.

(a) The Board and the University recognize the United Faculty of Florida (UFF) as the exclusive representative for the bargaining unit certified by the Public Employees Relations Commission in~~Pursuant to~~ Commission Order 03E-097, dated April 28, 2003, ~~wherein~~ reflected in ~~the Public Employees Relations Commission issued~~ Certification No. 1391 to the United Faculty of Florida (UFF)~~,~~

~~(a)~~(b) The Board and the University recognize~~s~~ the UFF ~~as~~ as the exclusive representative for the bargaining unit, 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.

~~(b)~~(c) Attached as Appendix "A," for information purposes only and not made a part of the Agreement, is the listing of position classifications (job code titles) included in the bargaining unit.

1.2. Bargaining Unit Position Classifications.

(a) Creation of a New Classification.

(1) The Board may create new position classifications with job duties including the creation, dissemination, or presentation of knowledge only after negotiations with the UFF to determine the nature and necessity of the new position classification and whether it will be designated within or outside the bargaining unit.

1.2~~3~~ University Regulations and Policies.

(a) If any proposed regulation, policy, or resolution modifies an ~~there is an inconsistency between an existing University regulation or policy and an~~ express ~~provision~~ term of this Agreement, the UFF shall be explicitly notified and provided an opportunity to address the matter ~~University agrees~~ to promptly remedy the inconsistency.

(b) No new or amended University regulation, policy, or resolution shall apply to employees if it conflicts with a provision ~~n express term~~ of ~~the~~ this Agreement.

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(c) The University shall provide to the UFF an advance copy of any new or amended University regulation or policy changing a term or condition of employment contained in this Agreement. The University shall provide the advance copy of a proposed regulation 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 14 days in advance of its effective date ~~so as~~ to permit the UFF to seek consultation with respect to it. With respect to a regulation 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.

(d) 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 be explicitly notified and provided ~~not be denied~~ the opportunity to address the matter.

(e) If any proposed regulation, 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. Policies bearing on a matter that is a proper subject of collective bargaining shall be made only through negotiation and agreement with the UFF.

1.~~3~~4 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 or subcommittee meeting at the time those agendas are made available to members of the Board of Trustees or a committee of the Board.

1.~~4~~5 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 which is a proper subject of collective bargaining and covered by a term of this Agreement, any changes or modification shall be made only through negotiation and agreement with the UFF.

1.~~5~~6 Faculty Orientations. At all orientation meetings expressly for faculty members, including in person, online, or via video conferencing, the UFF shall be permitted to make presentations of reasonable length, distribute informational material from the UFF. The UFF shall be given the opportunity to sponsor a breakfast, lunch, or reception during the fall faculty new hire orientation.

Commented [YP1]: Is it still called the Administrative Procedure Act?