

1 **ARTICLE 21**
2 **OTHER EMPLOYEE RIGHTS**

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4 **21.1 Professional Meetings.** Employees should be encouraged to and may, with the
5 approval of the supervisor, attend and/or make presentations at professional meetings,
6 conferences, workshops and activities. Subject to the availability of funds, the employee's
7 expenses in connection with such meetings, conferences, workshops or activities shall be
8 reimbursed in accordance with the applicable provisions of State law and rules and
9 regulations having the force and effect of law.

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11 **21.2 Office Space.** Each employee shall be provided with office space that may be on a
12 shared basis when appropriate individual office space is unavailable. The parties recognize
13 the desirability of providing each employee with enclosed office space with a door lock, air
14 conditioning/heating, office equipment commensurate with assigned responsibilities, and
15 ready access to a telephone, computer and the Internet. When an employee reports in
16 writing to his or her supervisor a condition which the employee feels represents the lack of
17 one or more of the preceding provisions, the supervisor shall reply to the concern, in writing,
18 within fourteen days of receipt. Each employee shall, consistent with building security, have
19 reasonable access to the employee's office space and laboratories, studios, music rooms,
20 and the like used in connection with assigned responsibilities; this provision may require
21 that campus security provide access on an individual basis. Before an employee's office
22 location is changed, or before there is a substantial alteration to an employee's office to a
23 degree that impedes the employee's work effectiveness, the affected employee shall be
24 notified, if practicable, at least 21 days prior to such change.

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26 **21.3 Safe Conditions.** Whenever an employee reports a condition which the employee
27 feels represents a violation of safety or health rules and regulations or which is an
28 unreasonable hazard to persons or property, such conditions shall be promptly investigated.
29 The appropriate administrator shall reply to the concern, in writing, within fourteen days of
30 receipt, if the employee's concern is communicated in writing.

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32 **21.4 Limitation on Personal Liability.**

33 (a) In the event an employee is sued for an act, event, or omission which may fall within
34 the scope of Section 768.28, Florida Statutes, the employee should notify the president's
35 office as soon as possible after receipt of the summons commencing the action in order that
36 the University may fulfill its obligation. Failure to notify the employer promptly may affect the
37 rights of the parties.

38 (b) For information purposes, the following pertinent language of Section 768.28(9),
39 Florida Statutes, is reproduced herein.

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41 *No officer, employee, or agent of the state or any of its subdivisions shall be held personally*
42 *liable in tort or named as a party defendant in any action for any injury or damage suffered*
43 *as a result of any act, event, or omission of action in the scope of his or her employment or*
44 *function, unless such officer, employee, or agent acted in bad faith or with malicious*
45 *purpose or in a manner exhibiting wanton and willful disregard of human rights, safety or*
46 *property.*

Commented [CP1]: UFF moved closer to SQ on this article – BOT remains with desire to retain SQ. Teams only apart on 21.3

Commented [CP2]: UFF proposed new language in this section, both aspirational and adding new waivers to management; BOT prefers status quo language for this little-used section.

48 **21.5 Travel Advances.** The University will, to the extent permitted by State law and rule,
49 provide travel advances, upon request, of up to eighty (80) percent of budgeted expenses
50 for authorized travel of longer than five (5) consecutive days.

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52 **21.6 Working Papers Rights.** Consistent with law, the provisions of Article 18, and the
53 legitimate interests of the University, employees shall have the right to control of their
54 personal correspondence, notes, raw data, and other working papers.

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56 **21.7 Protection for Whistleblowers.** Employees are notified that Section 112.3187,
57 Florida Statutes, provides protection to whistleblowers and delineates their rights and
58 responsibilities.

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60 **21.8 Copies of the Agreement.** The University shall provide the UFF with 250 copies of
61 the ratified Agreement and shall provide a link to the document to each existing employee.
62 In addition, the University shall make available an electronic copy of the ratified Agreement
63 and all Supplements to the UFF.

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65 **21.9 Instructions.** The university shall provide instructions to employees regarding their
66 responsibility for maintaining copies of emails in order to comply with the "Public Records
67 Act," Chapter 119, Florida Statutes.