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## 2 TITLES AND HEADINGS

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

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## 7 ARTICLE 1

### 8 *RECOGNITION*

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10 **1.1 Bargaining Unit.** Pursuant to Commission Order 03E-097, dated April 28, 2003, wherein the Public Employees  
11 Relations Commission issued Certification No. 1391 to the United Faculty of Florida, the University recognizes the UFF as the  
12 exclusive representative, solely for the purpose of collective bargaining with respect to wages, hours, and other terms and  
13 conditions of employment as specifically set forth in this Agreement, for all employees in the bargaining unit described in the  
14 certification. Attached as Appendix "A," for information purposes only and not made a part of the Agreement, is the listing of  
15 position classifications (job code titles) included in the bargaining unit.

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### 17 **1.2 University Regulations and Policies.**

18 (a) If there is an inconsistency between an existing University regulation or policy and an express provision of this  
19 Agreement, the University agrees to promptly remedy the inconsistency.

20 (b) No new or amended University regulation, policy, or resolution shall apply to employees if it conflicts with an express  
21 term of the Agreement.

22 (c) The University shall provide to ~~the~~ UFF an advance copy of any new or amended University regulation or policy  
23 changing a term or condition of employment contained in this Agreement. The University shall provide the advance copy of a  
24 proposed regulation no later than the date of publication under the provisions of the Administrative Procedure Act. Such  
25 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  
26 the UFF to seek consultation with respect to it. With respect to a regulation adopted pursuant to the emergency provisions of  
27 the Administrative Procedure Act, an advance copy shall be provided as far in advance of its effective date as is feasible under  
28 the circumstances.

29 (d) If the University or a committee of the University has scheduled public hearings on any University action that would  
30 conflict with an express term of this Agreement, ~~the~~ UFF shall not be denied the opportunity to address the matter.

31 (e) If any proposed regulation, policy, or resolution would modify an express term of this Agreement, the University or its  
32 designee shall engage in collective bargaining with respect to the change upon ~~the~~ UFF's request.

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34 **1.3 Board of Trustees Meetings -- Agenda.**

35 (a) The University shall furnish to ~~the~~UFF a copy of the agenda of each Board of Trustees meeting or Board of Trustees  
36 committee meeting at the time those agendas are made available to members of the Board of Trustees.

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38 **1.4 Right to Hear Views.** Nothing contained in this Agreement shall be construed to prevent the University or its  
39 representatives, from meeting with any individual or organization to hear views on any matter, provided however, that as to any  
40 such matter which is a proper subject of collective bargaining and covered by a term of this Agreement, any changes or  
41 modification shall be made only through negotiation and agreement with ~~the~~UFF.

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43 **1.5 Faculty Orientations.** UFF shall be given the opportunity to sponsor a breakfast, lunch, or reception during the fall  
44 faculty new hire orientation. UFF shall be permitted to make presentations of reasonable length regarding work place matters  
45 and to distribute informational material from the UFF.