

**ARTICLE 1
RECOGNITION**

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4 1.1 Bargaining Unit. The Board hereby recognizes the United Faculty of Florida as the
5 exclusive representative, solely for the purpose of collective bargaining with respect to
6 wages, hours and other terms and conditions of employment as specifically set forth in
7 this Agreement, for all in unit members in the bargaining unit described in Order
8 Number 16E-274 dated October 27, 2016, Certification number 1898, issued by the Public
9 Relations Commission. Attached in Appendix A, is the listing of titles included in the
10 bargaining unit.

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12 1.2 Board and University Rules and Policies.

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14 (a) If there is an inconsistency between an existing University regulation, rule or
15 policy or Board rule or policy and an express provision of this Agreement, the
16 Board agrees to promptly remedy the inconsistency.

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18 (b) Newly created, existing or amended Board or University rules, regulations,
19 policies, or resolutions must apply to in unit members unless it conflicts with an
20 express term of the Agreement.

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22 (c) If the Board or a committee of the Board has scheduled public hearings on any
23 Board action that would conflict with an express term of this Agreement, the UFF
24 must not be denied the opportunity to address the matter.

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26 (d) If any proposed rule, regulation, policy, or resolution would modify an express
27 term of this Agreement, the Board or its designee must engage in collective
28 bargaining with respect to the change upon the UFF's request.

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30 1.3 Right to Hear Views. Nothing contained in this Agreement will be construed to prevent
31 the Board or the University from meeting with any individual or organization to hear
32 views on any matter, provided however, that as to any such matter which is a proper subject
33 of collective bargaining and covered by a term of this Agreement, any changes or
34 modification must be made only through negotiation and agreement with the UFF.

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36 1.4 Faculty Assembly Meetings. The UFF shall have the right to address the Faculty Assembly
37 when properly recognized by the Chair to make announcements regarding collective

For the University

For the UFF

Mark Bonfanti
Chief Negotiator

Candi Churchill
Chief Negotiator

Date

Date

bargaining or any item on the Faculty Assembly's agenda that affects the wages, hours, or other terms and conditions of employment of bargaining unit members. Such recognition shall occur in the same manner for the UFF as it does for other organizations (i.e. Student Government Association) seeking to address the Faculty Assembly to make public comments.

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For the University

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