

**ARTICLE 1
RECOGNITION**

- 1.1 Bargaining Unit. The Board hereby recognizes the United Faculty of Florida as the exclusive representative, 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 in unit members in the bargaining unit described in Order Number 16E-274 dated October 27, 2016, Certification number 1898, issued by the Public Relations Commission. Attached in Appendix A, is the listing of titles included in the bargaining unit.

- 1.2 Board and University Rules and Policies.
 - (a) If there is an inconsistency between an existing University regulation, rule or policy or Board rule or policy and an express provision of this Agreement, the Board agrees to promptly remedy the inconsistency.
 - (b) Newly created, existing or amended Board or University rules, regulations, policies, or resolutions must apply to in unit members unless it conflicts with an express term of the Agreement.
 - (c) If the Board or a committee of the Board has scheduled public hearings on any Board action that would conflict with an express term of this Agreement, the UFF must not be denied the opportunity to address the matter.
 - (d) If any proposed rule, regulation, policy, or resolution would modify an express term of this Agreement, the Board or its designee must engage in collective bargaining with respect to the change upon the UFF's request.

- 1.3 Right to Hear Views. Nothing contained in this Agreement will be construed to prevent the Board or the University 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 must be made only through negotiation and agreement with the UFF.

For the University

For the UFF

Michael Mattimore
Chief Negotiator

Candi Churchill
Chief Negotiator

Date

Date

**APPENDIX A
BARGAINING UNIT POSITIONS**

PROFESSOR

ASSISTANT PROFESSOR

ASSOCIATE PROFESSOR

ASSISTANT LIBRARIAN

WELLNESS COUNSELOR

ACADEMIC PROGRAM COORDINATOR

All other University employees are excluded from the bargaining unit.

For the University

For the UFF

Michael Mattimore
Chief Negotiator

Candi Churchill
Chief Negotiator

Date

Date