

**ARTICLE 2**  
**UFF AND EMPLOYEE RIGHTS AND PRIVILEGES**

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4 2.1 Use of Facilities and Services. Subject to the rules, ~~regulations and policies~~ of the  
5 Board and the University, the UFF shall have the right to use the University's facilities  
6 for meetings ~~and all other services~~ on the same basis as they are generally available to  
7 ~~other external~~ internal ~~Affiliated~~ Organizations. (See FPU-1.003 Use of University  
8 Facilities and Properties.) If UFF utilizes services in addition to facility space, UFF is required  
9 to pay for such on the same basis as other Non-University Organizations. ~~This includes, but~~  
10 ~~it is not limited to all notice and posting requirements.~~ UFF meetings and activities may not  
11 ~~be held within, or be a part of, other meetings that are part of the University's normal~~  
12 ~~operation. UFF activity must be distinctly separated from the activity of the University.~~  
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15 2.2 Meetings. UFF shall be allowed to give brief updates during scheduled meetings of the  
16 University fFaculty Assembly, and staff as well as the opportunity to ~~UFF may invite all~~  
17 faculty and staff to UFF events such as lunches, picnics, gatherings, dinners, etc.  
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20 2.3 New Faculty. UFF shall receive notification three times per year (prior to the opening of  
21 the fall semester, prior to the opening of the spring semester, and immediately at the  
22 conclusion of the spring semester) of new faculty hires including rank and academic year  
23 salary. UFF shall receive copies of offer letters made to new hires entering the bargaining  
24 unit within a week of acceptance by the prospective faculty member. UFF shall be given  
25 the opportunity to speak annually at the fall new hire faculty orientations for thirty ten  
26 minutes, as well as the opportunity to host a meal or coffee break. UFF shall be allowed  
27 to distribute collective bargaining materials to all new faculty, as well as to the bargaining  
28 unit.  
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30 2.4 Bulletin Boards. UFF shall have the right to post notices to employees of activities and  
31 matters of concern to academic professionals on non-electronic bulletin boards located in  
32 mutually agreed upon areas as mutually agreed upon by UFF and FPU. UFF is responsible  
33 for removing such postings when appropriate, but in no event shall the postings be left up  
34 for more than 30 days. All materials placed on the designated bulletin boards shall bear  
35 the date of posting and may be removed by the University after having been posted for a  
36 period of thirty (30) days. In addition, such bulletin boards may not be used for election

**For the University**

**For the UFF**

\_\_\_\_\_  
Michael Mattimore  
Chief Negotiator

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Candi Churchill  
Chief Negotiator

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Date

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Date

campaigns for public office or exclusive collective bargaining representation.

2.5 Release time. UFF is entitled to 1 (three credit hour) course release per fall and spring semester (including summer) for collective bargaining and collective bargaining administration. During the summer terms course release may be apportioned to multiple individuals and not exceed an entirety of 3 credits. The UFF Chapter President shall communicate to FPU the Provost the name(s) of the individual(s) to receive release time as early as possible no later than 30 days prior to the first day of registration for the fall and spring semesters so such that course scheduling can be accommodated.

2.6 Communication. UFF shall have the right to use employee message boxes located at FPU send communications to their members or prospective members at their University as well as University email accounts for communications relevant to UFF's status as a collective bargaining agent. FPU has no obligation to provide UFF or its agents with a University email account or to create or provide UFF with access to various University email lists developed for the business of the university (such as Poly All, Faculty All).

2.7 Employee information. On a semester basis FPU shall provide UFF with an electronic list (spreadsheet) of employees including the following information: first name, last name, work email address, work mailing address and phone number, position title, college/department/unit/program, payroll deduction status, classification number, salary, grade level if applicable, date of hire, date of last promotion, type of certificate/degree held, and home mailing address and phone number.

2.8 The private and personal life of any employee is concern of only that individual unless it interferes with the effective performance of his/her/their prescribed duties or involves behavior that falls within the scope of Section 1012.795, F.S., and/or related administrative rules and policies.

2.9 An employee shall maintain the right and responsibility to determine grades and other evaluations of students within the grading policies of FPU, based upon professional judgement using available criteria pertinent to any given subject area or activity for which the employee is responsible.

**For the University**

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