ARTICLE __
Management Rights

According to Florida Statutes 447.209, FPU-BOT maintains the following management rights:

Public employer's rights.—It is the right of the public employer to determine unilaterally the purpose of each of its constituent agencies, set standards of services to be offered to the public, and exercise control and discretion over its organization and operations. It is also the right of the public employer to direct its employees, take disciplinary action for proper cause, and relieve its employees from duty because of lack of work or for other legitimate reasons. However, the exercise of such rights shall not preclude employees or their representatives from raising grievances, should decisions on the above matters have the practical consequence of violating the terms and conditions of any collective bargaining agreement in force or any civil or career service regulation.

For the University	**For the UFF**
_____	_____
Michael Mattimore	Candi Churchill
Chief Negotiator	Chief Negotiator
_____	_____
Date	Date