

**FLORIDA ATLANTIC UNIVERSITY
BOARD OF TRUSTEES
and
THE UNITED FACULTY OF FLORIDA**

**COLLECTIVE BARGAINING AGREEMENT
2022-2025**

- 1.3 Right to Hear Views. Nothing contained in this Agreement shall 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 shall be made only through negotiation and agreement with the UFF.

ARTICLE 2 CONSULTATION

- 2.1 Consultation with President. The President or the designated representatives shall meet with the UFF Chapter representatives to discuss matters pertinent to the implementation or administration of this Agreement, University actions affecting terms and conditions of employment unique to the University, or any other mutually agreeable matters. Such meetings shall occur once (1) per semester in the academic year and once (1) during the summer term unless the parties agree to meet more frequently. The party requesting consultation shall submit a written list of agenda items no less than one (1) week in advance of the meeting. The other party shall also submit a written list of agenda items in advance of the meeting if it wishes to discuss specific issues. The parties understand and agree that such meetings may be used to resolve problems regarding the implementation and administration of the Agreement; however, such meetings shall not constitute or be used for the purpose of collective bargaining.
- 2.2 FAUS Consultation. The Executive Director of the A.D. Henderson University School and the FAU High School (collectively referred to herein) as "Florida Atlantic University Schools" or "FAUS" or his or her representative shall meet with the FAU UFF Chapter representatives to discuss matters pertinent to the implementation or administration of this Agreement, University actions affecting terms and conditions of employment unique to the University or the FAUS, or any other mutually agreeable matters. Such meetings shall occur once (1) per semester in the academic year, unless the parties agree to meet more frequently. The party requesting consultation shall submit a written list of agenda items no less than one (1) week in advance of the meeting. The other party shall also submit a written list of agenda items in advance of the meeting if it wishes to discuss specific issues. This section shall not preclude FAUS issues from being raised at the consultations described in Sections 2.1, above. The parties understand and agree that such meetings may be used to resolve problems regarding the implementation and administration of the Agreement; however, such meetings shall not constitute or be used for the purpose of collective bargaining.

ARTICLE 3 FAU CHAPTER UFF PRIVILEGES

- 3.1 Use of Facilities and Services. Subject to the regulations of the Board and University policies, the UFF shall have the right to use University facilities for meetings and all other services on the same basis as they are generally available to other University-related organizations. The Provost's Office allocated space for the Union in Fall of 2016, which includes phone and internet availability. All expenses for the phone and internet shall be borne by UFF.
- 3.2 Communications.
- (a) The University will place a link in an appropriate place on the University web site to the web site of the FAU Chapter of UFF.
 - (b) Accessing existing University e-mail listservs or establishing a new listserv allowing the UFF electronic communications with employees shall be the subject of consultation pursuant to Article 2, Consultation. UFF agrees to pay a reasonable annual fee to the University if access to a university maintained e-mail listserv is provided. However, such listservs may not be used for election campaigns for public office or for exclusive collective bargaining representation. Employees who are e-mail recipients of the listserv shall have the right to have themselves removed from the listserv upon their written request.
 - (c) FAU and FAUS administration shall provide the union with an updated job code list and unit status changes, pursuant to Appendix A, for the entire bargaining unit at the beginning of each academic year or upon request.
- 3.3 Leave of Absence -- Union Activity.
- (a) At the written request of the UFF, provided no later than May 1 of the year prior to the beginning of the academic year when such leave is to become effective, a full-time or part-time leave of absence for the academic year shall be granted to up to three (3) employees designated by the UFF for the purpose of carrying out UFF's obligations in representing employees and administering this Agreement, including lobbying and other political representation. Such leave may also be granted to up to two (2) employees for the entire summer term, upon written request by the UFF provided no later than April 1 of the preceding academic year. Upon the failure of the UFF to provide the Board with a list of designees by the specified deadlines, the Board may refuse to honor any of the requests which were submitted late.
 - (b) The UFF shall reimburse the University for the employee's salary, fringe benefits, and retirement.
 - (c) Employees on full-time leave under this paragraph shall be eligible to receive salary increases in accordance with the provisions of Section 17.3. Employees on less than full-time leave under this paragraph shall be eligible to receive



**FLORIDA POLYTECHNIC
UNIVERSITY**

**COLLECTIVE BARGAINING AGREEMENT
BETWEEN
THE FLORIDA POLYTECHNIC UNIVERSITY
BOARD OF TRUSTEES
AND
THE UNITED FACULTY OF FLORIDA

2021-2024
(Amended August 2023)**

ARTICLE 4 — UFF PRIVILEGES

- 4.1 Use of Facilities and Services.** Subject to the rules, regulations and policies of the Board and the University, the UFF shall have the right to use the University’s facilities for meetings on the same basis as they are available to Affiliated Organizations. (See FPU-1.003 Use of University Facilities and Properties, amended on Dec. 6, 2017.) The UFF will not be charged for facility space usage or associated processing fees.
- 4.2 Faculty Assembly Meetings.** The UFF shall have the right to address the Faculty Assembly when properly recognized by the Chair for the purpose of making announcements regarding collective 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 for the purpose of making public comments.
- 4.3 Other Meetings.** UFF may invite Employees to UFF events such as lunches, picnics, gatherings, dinners, and other events as determined by the UFF.
- 4.4 New Employees.**
- (a) UFF shall receive notification three (3) times per year (prior to the opening of the fall semester, prior to the opening of the spring semester, and immediately at the conclusion of the spring semester) of new Employee hires including rank and academic year salary.
 - (b) UFF shall be given the opportunity to speak annually at the fall faculty orientation for ten minutes.
- 4.5 Bulletin Boards.** UFF shall have the right to post notices to Employees of activities and matters of concern to Employees on non-electronic bulletin boards located in areas as mutually agreed upon by UFF and the University. UFF is responsible for removing such postings when appropriate, but in no event shall the postings be left up for more than thirty (30) days. All materials placed on the designated bulletin boards shall bear the date of posting and may be removed by the University after having been posted for a period of thirty (30) days. In addition, such bulletin boards may not be used for election campaigns for public office or exclusive collective bargaining representation.
- 4.6 Communication.** UFF shall have the right to send communications to their members or prospective members at their University email accounts for communications relevant to UFF’s status as a collective bargaining agent. The University 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.
- 4.7 Employee Information List.** On a semester basis, the University 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, salary, date of hire, date of last promotion.
- 4.8 UFF Activities.** Employees, designated as elected officers, bargaining team members, or grievance representatives may participate in the following representational activities:
- (a) Attend investigations or grievance meetings to represent Employees;

- (b) Engage in collective bargaining while serving on union negotiating team, and;
- (c) Conduct ratification or contract education as necessary to implement this agreement or re-openers;

as long as such activities do not interfere with class/lab time, office hours, or any mandatory University or Department activities or training.

4.9 **Software and Printer Use.**

- (a) UFF will have the right to utilize University-issued computers provided to individual faculty members, University-licensed software, and IT services.
- (b) UFF will have the right to use on-campus printers for University-related business of Collective Bargaining Agreement negotiation and enforcement.

Collective Bargaining Agreement:
The Florida State University Board of Trustees
and the
United Faculty of Florida General Faculty Bargaining Unit
2022 – 2025

By

Irene Padavic, Jennifer Proffitt, Scott Hannahs, Brian Arsenault, Michael Buchler, Arash Fahim,
Jack Fiorito, Robin Goodman, Nancy Kellett, Matthew Lata, Emily McCann, Renisha Gibbs,
Michael Mattimore, Adam Donaldson, Lynn Hogan, Janet Kistner, Rebecca Peterson, Lisa
Scoles, Tiffany Ward

Article 2
CONSULTATION

2.1 Consultations.

(a) Representatives from the University shall meet with UFF Representatives to discuss matters pertinent to the implementation or administration of this Agreement, University administration actions affecting terms and conditions of employment, or any other mutually agreeable matters.

(b) Such meetings shall occur at least twice (2) per semester during the academic year and once (1) during the summer unless the University President and the UFF agree otherwise. At least two (2) consultation meetings per year will take place with the University President. The Provost or the Vice President for Faculty Development and Advancement will attend meetings when the President is absent. Additional consultations may be scheduled by mutual agreement.

(c) The University President and the UFF shall submit a written list of agenda items no less than one (1) week in advance of the meeting.

(d) The Board and the UFF understand and agree that such meetings may be used to resolve problems regarding the implementation and administration of the Agreement. However, such meetings shall not constitute or be used for the purpose of collective bargaining, unless the Board and the UFF agree otherwise. An accurate record of the proceedings of such meetings shall be maintained.

2.2 Contract Administration Meetings. The BOT and UFF shall schedule contract administration meetings as needed and as mutually agreed upon.

Article 3
UFF RIGHTS

3.1 Use of Facilities and Services.

(a) The UFF shall have the right to use university facilities for meetings and all other services on terms no less favorable than other organizations such as student organizations, honor societies, fraternities, sororities and alumni associations.

(b) The Board shall provide the UFF with the same office as the University is currently providing, unless the Board and the UFF mutually agree to other arrangements.

(c) The UFF's current use of university facilities and other services shall not be diminished.

3.2 Communications.

(a) UFF may post bulletins and notices relevant to its position as the collective bargaining agent on a reasonable number of existing bulletin boards.

(1) Specific locations shall be mutually selected by the Board or its representatives and the local UFF Chapter in the course of consultation pursuant to Article 2, Consultation.

(2) All materials placed on the designated bulletin boards shall bear the date of posting, the signature of the UFF official authorizing the posting and may be removed by the Board or its representatives after having been posted for a period of thirty (30) days. In addition, such bulletin boards may not be used for election campaigns for public office.

(b) The Board shall place a link to the web site of the local UFF in mutually agreed upon places on the university web site.

(c) UFF faculty and faculty representatives may use existing university e-mail listservs to communicate electronically with faculty and the Board. In the event the UFF seeks to establish a new listserv it shall be a subject of consultation pursuant to Article 2, Consultation. Faculty who are e-mail recipients of the listserv shall have the right to have themselves removed from the listserv upon their written request.

(d) UFF may use the campus mails, subject to all applicable regulations of the United States Postal Service. The UFF may also use e-mail and any electronic message system, at no cost. The mails may not be used for election campaigns for public office, except that the UFF may announce endorsements made by the UFF or its affiliates.

(e) The Board shall not make reprisals of any kind against faculty members for engaging in any of the forms of communication described in this section.

3.3 Leave of Absence -- Union Activity.

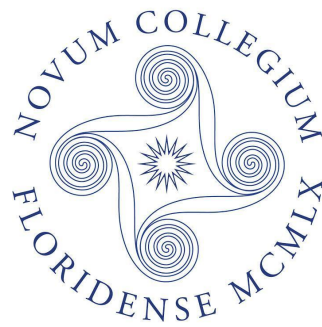
(a) At the written request of the UFF, provided no later than May 1 of the year prior to the beginning of the academic year when such leave is to become effective, a full-time or part-time leave of absence for the academic year shall be granted to up to three (3) faculty members designated by the UFF for the purpose of carrying out UFF's obligations in representing faculty members and administering this Agreement, including lobbying and other political representation. Such leave shall also be granted to up to three (3) faculty members for the entire summer term, upon written request by the UFF provided no later than March 15. The Board may refuse to honor any of the leave of absence requests if they are submitted after the deadline.

(b) No more than one faculty member per fifteen (15) faculty members per department/unit need be granted such leave at any one time, unless the Board and the UFF agree otherwise.

(c) The UFF shall reimburse the Board for the faculty member's salary, fringe benefits, and retirement.

**New College of Florida
Board of Trustees**

**Collective Bargaining
AGREEMENT
2021-2024**



New College

United Faculty of Florida

ARTICLE 3 UFF PRIVILEGES

3.1 Use of Facilities and Services.

Subject to the rules of the College, the UFF shall have the right to use College facilities for meetings and all other services on the same basis as they are generally available to other College-related organizations which are defined as follows: College-Related Groups and Organizations. These groups and organizations may or may not receive budgetary support. Examples of such groups include student organizations, alumni associations, faculty committees, College Support Personnel System staff council, direct support organizations, the UFF, etc.

3.2 Communications.

- (a) UFF may post bulletins and notices relevant to its position as the collective bargaining agent on a reasonable number of existing bulletin boards but on at least one bulletin board per building where a substantial number of employees have offices. Specific locations shall be mutually selected by the College and the NCUFF. All materials placed on the designated bulletin boards shall bear the date of posting and may be removed by the College after having been posted for a period of thirty (30) days. In addition, such bulletin boards may not be used for election campaigns for public office or exclusive collective bargaining representation.
- (b) The College will place a link in an appropriate place on the College web site to the web site of the NCUFF.
- (c) Accessing existing College e-mail listservs or establishing a new listserv allowing the UFF electronic communications with employees, shall be permitted free of charge to the UFF. However, such listservs and server space may not be used for election campaigns for public office. Employees who are e-mail recipients of the listserv shall have the right to have themselves removed from the listserv upon their written request.
- (d) Human Resources shall forward a list of new eligible employees to NCUFF at the beginning of each semester.

3.3 Released Time

- (a) The College agrees to provide one unit of released time per year to one full-time employee designated by the UFF for the purpose of carrying out the UFF's obligations in representing employees and administering this Agreement. The UFF shall provide the College with its requested designees for the academic year no later than April 15 of the preceding academic year. A substitution of the designated employee for the spring semester may be made upon written notification submitted by the UFF to the College no later than October 1.
- (b) A "unit" of released time shall consist of a reduction in teaching load of one (1) course per Fall or Spring semester for instructional employees or, for nonteaching

Collective Bargaining Agreement

between the

University of Florida Board of Trustees

and the

United Faculty of Florida

FEA, NEA, AFT, AFL-CIO

2021-2024

ARTICLE 4 UFF RIGHTS

4.1 Use of Facilities and Services. UFF shall be provided with the same campus office it currently uses or a campus office with equivalent meeting and storage space. The office shall be provided with secure locks and standard office equipment, including standard campus software, a telephone for local access calling (no long distance service provided), access to the internet, a desk, and a conference table with an appropriate number of chairs.

4.2 Communications.

(a) UFF shall have the right to post bulletins or other materials relevant to its position as the collective bargaining agent on a reasonable number of existing bulletin boards. All such postings shall bear the date of the posting and may be removed after having been posted for thirty (30) days.

(b) The University shall maintain links to the local UFF Chapter on the University web site.

(c) UFF shall have the right to use without cost the University's campus mail and e-mail systems (including use of the standard delivery mode to send messages to all faculty) in order to communicate with the faculty. The mails may not be used for election campaigns for public office, except that UFF may announce endorsements made by UFF or its affiliates. Faculty members who are e-mail recipients of UFF listserv(s) shall have the right to be removed from the listserv(s) upon written request.

4.3 Released Time.

(a) The University shall provide eighteen (18) units of released time to full-time faculty members designated by UFF for the purpose of carrying out UFF's obligations in representing employees, bargaining, and administering this Agreement. This allocation is for the life of this agreement. Unused units will not accrue beyond this contract. No more than three (3) of these units may be used in Summer.

(1) Each unit of released time shall consist of a reduction in teaching load of one (1) course per Fall or Spring semester for faculty with instructional duties or, for faculty without instructional duties, a reduction in workload of ten (10) hours per week. Faculty on 9-month contracts who receive release units in the summer shall be paid 12.5% of regular annual salary per unit.

(2) Each unit of released time for P. K. Yonge Developmental Research School faculty members shall consist of a reduction in teaching load of one (1) class per day during a semester for secondary school teachers, or its equivalent for other teachers. One DRS faculty member may be designated by UFF as a member of the bargaining team and be released from assigned duties for up to twelve (12) days. These days are to be used in increments of one (1) whole day.

(3) A faculty member may receive more than one (1) unit of released time per semester.

COLLECTIVE BARGAINING AGREEMENT

Between

THE UNIVERSITY OF NORTH FLORIDA
BOARD OF TRUSTEES

and

THE UNITED FACULTY OF FLORIDA

November 17, 2022 through July 31, 2025

UNF – UFF Collective Bargaining Agreement 2022-2025

ARTICLE 4 UFF Rights

4.1 Use of Facilities and Services

- (a) As the certified faculty bargaining agent, the UFF shall be provided an appropriate campus office with a lock. The office shall be equipped with a computer, standard campus software, a printer, a telephone for local access calling (no long distance service provided), access to the Internet, a desk with chair, two side chairs, and two file cabinets.
- (b) The UFF shall have the right to the use of University facilities and services on terms no less favorable than other groups on campus, including the Faculty Association.

4.2 Communications

- (a) The UFF shall have the right to post notices on bulletin boards on campus where other notices regarding personnel and/or faculty activities are posted. All such postings shall bear the date of posting, and may be removed by the University Administration after having been posted for a period of thirty (30) days.
- (b) The UFF shall have the right to use the University's campus mail and e-mail systems (including use of the "all-faculty" group) to fulfill its statutory responsibilities under Chapter 447, Part II, Florida Statutes.
- (c) The University Administration shall maintain a link for the UFF chapter on the Faculty/Staff page of the University website.
- (d) The University Administration shall maintain a link for the UNF/UFF Contract at any location where the Faculty Handbook is listed on the University Website. Documentation referencing the UNF/UFF contract shall link to the current contract.
- (e) The University Administration shall allow UFF to set up a discussion forum on UNF's Learning Management System; provided that UFF shall be responsible for administering the UFF forum; and that access to the UFF forum shall be limited to in-unit faculty members.

4.3 Leave of Absence – Union Activity

- (a) At the written request of UFF no later than March 1 for the next summer term and for the next academic year, a full-time or part-time leave of absence shall be granted to the faculty members designated by UFF provided that such leave does not adversely impact the department's ability to offer the necessary courses or meet other programmatic or student needs. If such request is denied, the University Administration shall provide the UFF the reasons for such denial no later than April 15.
- (b) No more than one faculty member per department shall be granted leave at any one

Collective Bargaining Agreement

2021 - 2024

Between the

University of South Florida Board of Trustees

and

United Faculty of Florida

the implementation and administration of the Agreement; however, such meetings shall not constitute or be used for the purpose of collective bargaining.

2.2 Diversity Plans. The University shall provide to the UFF, without cost, a copy of any plans to ensure diversity, and updates of such plans.

Article 3 - UFF Privileges

3.1 Use of Facilities and Services. Subject to the rules of the University and the terms of this Agreement, the UFF shall have the right to use University facilities for meetings and all other services on the same basis as they are generally available to other university-related organizations which are defined as follows:

University-Related Groups and Organizations. These groups and organizations may or may not receive budgetary support. Examples of such groups include student organizations, honor societies, fraternities, sororities, alumni associations, faculty committees, University Support Personnel Systems council, direct support organizations, the United Faculty of Florida, etc.

3.2 Communications.

A. UFF may post bulletins and notices relevant to its position as the collective bargaining agent on a reasonable number of existing bulletin boards but on at least one bulletin board per building where a substantial number of employees have offices. Specific locations shall be mutually selected by the University and the local UFF Chapter in the course of consultation pursuant to Article 2, Consultation. All materials placed on the designated bulletin boards shall bear the date of posting and may be removed by the University after having been posted for a period of thirty (30) days. If materials do not bear a date of posting the University may remove them at any time. In addition, such bulletin boards may not be used for election campaigns for public office or exclusive collective bargaining representation.

B. The University will place a link in an appropriate place on the University web site to the web site of the local UFF chapter.

C. Accessing existing university e-mail listservs or establishing a new listserv allowing the UFF electronic communications with employees shall be the subject of consultation pursuant to Article 2, Consultation. UFF agrees to pay a reasonable annual fee to the University if access to a University maintained e-mail listserv is provided. However, such listservs may not be used for election campaigns for public office or for exclusive collective bargaining representation. Employees who are e-mail recipients of the listserv shall have the right to have themselves removed from the listserv upon their written request.

D. Except in non-reappointment and disciplinary matters, email communications shall suffice as an alternative in cases where certified mail or personal delivery is required by this Agreement. An electronic delivery receipt or email acknowledgement from the recipient to the sender will be considered proof of receipt. Official University mail addresses shall be used for this purpose if available.

3.3 Leave of Absence -- Union Activity.

At the written request of the UFF, provided no later than May 1 of the year prior to the beginning of the academic year when such leave is to become effective, a full-time or part-time leave of absence for the academic year shall be granted to up to 4 employees designated by the UFF for the purpose of carrying out UFF's obligations in representing employees and administering this Agreement, including lobbying and other political representation. Such leave may also be granted to up to 2 employees for the entire summer term, upon written request by the UFF provided no later than March 15 of the preceding academic year. Upon the failure of the UFF to provide the University with a list of designees by the specified deadlines, the University may refuse to honor any of the requests that were submitted late.

A. No more than one employee per fifteen (15) employees per department/unit, need be

**UNIVERSITY OF WEST FLORIDA
BOARD OF TRUSTEES**

AND

**UNITED FACULTY OF FLORIDA
UNIVERSITY OF WEST FLORIDA CHAPTER**

**COLLECTIVE BARGAINING AGREEMENT
2023-2026**

addition, such bulletin boards may not be used for election campaigns for public office or exclusive collective bargaining representation.

- (b) The University will place a link in an appropriate place on the University web site to the web site of the UFF Chapter.
- (c) Accessing existing University e-mail listservs or establishing a new listserv allowing the UFF electronic communication with Faculty will be the subject of consultation, pursuant to Article 2 (Consultation). The UFF agrees to pay a reasonable annual fee to the University if access to a University-maintained email listserv is provided. However, such listservs may not be used for election campaigns for public offices or for exclusive collective bargaining representation. Faculty who are email recipients of the listserv will have the right to have themselves removed from the listserv upon their written request.

3.4 Leave of Absence—Union Activity.

- (a) At the written request of the UFF, provided no later than May 1 of the year prior to the beginning of the Academic Year when such leave is to become effective, a full-time or part-time leave of absence for the Academic Year will be granted to up to three (3) Faculty designated by the UFF for the purpose of carrying out UFF's obligations in representing Faculty and administering this Agreement, including lobbying and other political representation. Such leave may also be granted to up to three (3) Faculty for the entire Summer term, upon written request by the UFF provided no later than March 15 of the preceding Academic Year. Upon the failure of the UFF to provide the University with a list of representatives by the specified deadlines, the University may refuse to honor any of the requests which were submitted late.
- (b) No more than one (1) Faculty Member per fifteen (15) Faculty per Department/Unit need be granted such leave at any one time.
- (c) The UFF will reimburse the University for the Faculty Member's salary, fringe benefits, and retirement.
- (d) Faculty on full-time leave under this paragraph will be eligible to receive salary increases in accordance with the provision of Section 19.14 (Leave without Pay). Faculty on less than full-time leave under this paragraph will be eligible to receive salary increases on the same basis as other Faculty.
- (e) A Faculty Member who has been granted leave under this Article for two (2) consecutive Academic Years will not again be eligible for such leave until two (2) consecutive Academic Years have elapsed following the end of the leave. One (1) Faculty Member, designated by the UFF, will be exempt from the provisions of this subsection. Other exceptions may be granted at the discretion of the University upon prior written request by the UFF.
- (f) Neither the University nor the Board will be liable for the acts or omissions of said Faculty during the leave, and the UFF will hold the University and the Board harmless for any such acts or omissions, including the cost of defending against such claims.
- (g) A Faculty Member on such leave will not be evaluated for this activity nor will such activity be considered by the University in making personnel decisions.

3.5 Released Time for UFF Representative(s).

- (a) The University agrees to provide a total of two (2) units of released time per Semester (Fall and Spring) to full-time Faculty designated by the UFF for the purpose of carrying out the UFF's obligations in representing Faculty and administering this Agreement. The UFF may