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3 **ARTICLE 4**  
4 **UFF RIGHTS**  
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6 4.1 Use of Facilities and Services.

7 (a) As the certified faculty bargaining agent, the UFF shall be provided an  
8 appropriate campus office with a lock. The office shall be equipped with a computer,  
9 standard campus software, a printer, a telephone for local access calling (no long distance  
10 service provided), access to the internet, a desk with chair, two side chairs, and two file  
11 cabinets.

12 (b) The UFF shall have the right to the use of University facilities and  
13 services on terms no less favorable than other groups on campus, including the Faculty  
14 Association.

15 4.2 Communications.

16 (a) The UFF shall have the right to post notices on bulletin boards on campus  
17 where other notices regarding personnel and/or faculty activities are posted. All such  
18 postings shall bear the date of posting, and may be removed by the University  
19 Administration after having been posted for a period of thirty (30) days.

20 (b) The UFF shall have the right to use the University's campus mail and e-  
21 mail systems (including use of the "all-faculty" group) to fulfill its statutory  
22 responsibilities under Chapter 447, Part II, Florida Statutes.

23 (c) The University Administration shall maintain a link for the UFF chapter  
24 on the Faculty/Staff page of the University web site.

25 (d) The University Administration shall allow UFF to set up a discussion  
26 forum on UNF Blackboard (electronic bulletin board); provided that UFF shall be  
27 responsible for administering the UFF forum; and that access to the UFF forum shall be  
28 limited to in-unit faculty members.

29 4.3 Leave of Absence – Union Activity.

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

36 (b) No more than one faculty member per department shall be granted leave at  
37 any one time under the provisions of this Article, unless the University Administration  
38 and the UFF agree otherwise.

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1 (c) The UFF shall reimburse the University Administration for the salary and  
2 benefits of the faculty members approved for leave granted under the provisions of this  
3 Article.

4 (d) A faculty member on such leave shall not be evaluated for this activity and  
5 the University Administration shall not take reprisals against a faculty member for taking  
6 such leave.

7 (e) Salary increases. Upon return from such leave of absence, the University  
8 Administration will adjust the salary of a faculty member who was on full-time leave so  
9 that it includes any across-the board, guaranteed minimum, or market  
10 equity/compression/inversion salary increases that were applicable to bargaining unit  
11 faculty during the full-time leave of absence. Faculty members who are on part-time  
12 leaves of absence shall receive applicable salary increases at the time they become  
13 effective.

14 (f) The Board of Trustees and the University Administration shall not be  
15 liable for the acts or omissions of any faculty member granted leave under this Section  
16 and the UFF shall hold the University Administration and Board of Trustees harmless for  
17 any such acts or omissions, including the costs of defending against such claims.

18 4.4 Released Time.

19 (a) Each semester (spring and fall) the Board of Trustees and the University  
20 Administration shall provide released time to full-time faculty members designated by  
21 the UFF for the purpose of carrying out the UFF's obligations in representing faculty and  
22 administering this Agreement, on the following schedule

- 23 • Fall Semester: 3 units
- 24 • Spring Semester: 3 units; plus 2 additional units in those Spring Semesters  
25 when the parties are negotiating a collective bargaining agreement.

26 (1) One "unit" of released time during the Fall and Spring semesters  
27 consists of a reduction in teaching load of one (1) course for instructional faculty or, for  
28 non-instructional faculty, a reduction in workload of ten (10) hours per week, which shall  
29 include a corresponding 25% reduction in assigned duties.

30 (2) A faculty member may receive more than one "unit" of released  
31 time per semester, up to a maximum of two units per semester.

32 (b) The UFF may designate faculty to receive released time during the  
33 academic year, provided that:

34 (1) In departments with ten (10) or fewer faculty members, no more  
35 than one (1) unit of released time shall be assigned, unless agreed to by the department  
36 supervisor.

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1                   (2)     The UFF shall provide the University Administration with a list of  
2 designees for the next academic year no later than March 1. Upon approval of the  
3 designees by the University Administration, the designees shall receive the release time  
4 for one (1) academic year, unless the University Administration is notified of a substitute  
5 for the Spring semester. Substitutions for the Spring semester shall be made upon written  
6 notification submitted by the UFF to the University Administration no later than  
7 November 15.

8                   (c)     Salary increases.

9                   (1)     Faculty members on released time shall receive any across the  
10 board, guaranteed minimum, or market equity/compression/inversion salary increases on  
11 the same basis as other faculty members. This section shall not be construed to limit a  
12 faculty member on released time from earning a merit increase if the faculty member  
13 otherwise met the eligibility requirements for merit increases. In evaluating whether an  
14 faculty member on released time is eligible for a merit increase, the merit score will still  
15 be computed by weighting the teaching component by 60%, as provided for in Article 28  
16 regarding Salaries. The fact that the faculty member had a reduced teaching load will not  
17 be used as a basis for reducing the points assigned for the teaching component of the  
18 faculty member's merit score.

19                   (2)     Released time activities shall not be evaluated, but such activities  
20 shall be considered university service and the University Administration shall not take  
21 reprisals against any faculty member for using released time.

22                   (d)     Faculty members on released time shall retain all rights and  
23 responsibilities as other faculty, but shall not be considered representatives of the Board  
24 of Trustees or the University Administration for any activities undertaken on behalf of  
25 the UFF. The UFF agrees to hold the University Administration and the Board of  
26 Trustees harmless for any claims arising from such activities, including the cost of  
27 defending against such claims.

28                   (e)     Summer.

29                   (1)     The UFF may designate a total of two (2) faculty members to  
30 receive a thirteen (13) week .25 FTE summer released time assignment. However, in  
31 departments with ten (10) or fewer faculty members, no more than one (1) unit of  
32 released time shall be assigned, unless agreed to by the department supervisor. .

33                   (2)     Additional released time to complete collective bargaining  
34 negotiations. The parties will endeavor to complete collective bargaining negotiations  
35 during the spring semester. In those years when the parties have been delayed in  
36 completing collective bargaining negotiations, but are making reasonable progress toward  
37 completion during the summer semester, the UFF may designate two additional 13 week  
38 .25 FTE summer release assignments..

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1                   (~~2-3~~) A faculty member may receive more than one such thirteen week  
2 .25 FTE released time assignment per semester, up to a maximum of two units per  
3 summer.

4                   (~~2 4~~) The UFF shall provide the Board with a list of requested designees  
5 no later than March 1 of the academic year preceding the summer term.

6                   (~~3 5~~) All other provisions contained in Section 4.4, except 4.4(a) and (b),  
7 shall apply to summer released time

8 4.5 Faculty Orientations.

9           (a) Human Resources Orientation. UFF shall be included in the Human  
10 Resources orientation for new faculty and shall be permitted to make a presentation of  
11 reasonable length at that orientation. UFF shall be permitted to have a packet of printed  
12 material included in the packets provided to the new faculty at the Human Resources  
13 orientation.

14           (b) Academic Affairs Orientation. UFF shall be invited to have a  
15 representative present at the Academic Affairs orientation for new faculty. UFF shall be  
16 permitted to have a packet of printed material included in the packets provided to new  
17 faculty at the Academic Affairs orientation.

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|----|----|----------|
| 18 | UA | 10/31/03 |
| 19 |    | 12/01/03 |
| 20 |    | 01/30/04 |
| 21 |    | 06/01/04 |
| 22 |    | 06/08/04 |
| 23 |    | 06/14/04 |
| 24 |    | 06/23/04 |
| 25 |    | 05/09/05 |
| 26 |    | 05/23/05 |
| 27 |    | 08/25/05 |
| 28 |    | 02/01/06 |
| 29 |    | 02/02/06 |
| 30 |    |          |