

**ARTICLE 4**  
**UFF PRIVILEGES**

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**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 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. In the event Florida law is revised to allow salary deduction and collection of

42 dues of a bargaining agent by an employer, the University will report payroll deduction  
43 status.

44 **4.8** UFF Activities. Employees, designated as elected officers, bargaining team members, or  
45 grievance representatives may participate in the following representational activities:

- 46 (a) Attend investigations or grievance meetings to represent Employees;
- 47 (b) Engage in collective bargaining while serving on union negotiating team, and;
- 48 (c) Conduct ratification or contract education as necessary to implement this agreement  
49 or re-openers;

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

52 **4.9** Software and Printer Use.

53 (a) UFF will have the right to utilize University-issued computers provided to  
54 individual faculty members, University-licensed software, and IT services.

55 (b) UFF will have the right to use on-campus printers for University-related business  
56 of Collective Bargaining Agreement negotiation and enforcement.

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For the University

For the UFF

\_\_\_\_\_  
David Fugett  
General Counsel

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Wylie Lenz  
Chief Negotiator

Date \_\_\_\_\_

Date \_\_\_\_\_