

## **ARTICLE 8**

### **UNF RULES AND POLICIES**

#### **WHAT CHANGES ARE PROPOSED**

- Strikes language that refers to a form that is no longer in use.

#### **WHY THE CHANGES ARE IMPORTANT**

- Housekeeping.

**UFF-UNF BOT Negotiations**  
**UFF Proposal**  
**September 1, 2017**

**ARTICLE 8**  
**UNF RULES AND POLICIES**

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3 8.1 Established terms and conditions of employment cannot be changed without providing  
4 the opportunity for negotiation.

5 8.2 Notice of Proposed Policies or Rules.

6 (a) The University Administration shall provide to the UFF an advance copy of any  
7 proposed policy ~~by including the UFF on the University Administration's Policy~~  
8 ~~Routing Sheet.~~

9 (b) The University Administration shall provide the UFF with an advance copy of a  
10 proposed rule promptly but not later than the date of publication of the initial  
11 public notice of a proposed rule under the provisions of the Administrative  
12 Procedure Act. With respect to a rule adopted pursuant to the emergency  
13 provisions of the Administrative Procedure Act, a copy shall be provided as far in  
14 advance of its effective date as is feasible under the circumstances.

15 8.3 Inconsistencies with Agreement.

16 (a) If there is an inconsistency between an existing University rule or policy and an  
17 express provision of this Agreement, such rule or policy shall not apply to  
18 bargaining unit faculty members.

19 (b) No new or amended University rule, policy, or resolution shall apply to  
20 bargaining unit faculty members if it conflicts with an express term of the  
21 Agreement or, in the absence of an express term, established past practice.

22 (c) If any rule, policy, or resolution proposed by the University Administration has a  
23 direct and substantial impact on wages, hours, or terms or conditions of  
24 employment, the University Administration shall, upon UFF's request, engage in  
25 collective bargaining with respect to the impact of the change prior to  
26 implementing it.