

UNF – UFF Collective Bargaining Agreement 2022-2025

ARTICLE 2 Recognition

- 2.1 **Bargaining Unit.** The UNF Board of Trustees (hereinafter Trustees) hereby recognizes the United Faculty of Florida (UFF) as the exclusive representative for the purpose of collective bargaining with respect to wages, hours, and other terms and conditions of employment for all faculty members in the bargaining unit as defined in Commission Order No. 03E-103, Certification No. 1392, issued by the Florida Public Employees Relations Commission on May 2, 2003. A listing of the titles included in the General Faculty bargaining unit is attached as Appendix “A.”
- 2.2 Position Classifications.
- (a) **Creation of a New Classification.** Whenever the University Administration creates a new position classification, it shall designate that classification as being either within or outside the bargaining unit, and shall promptly notify the UFF. It is the expectation of the parties that new position classifications that primarily require instructional and research duties shall be included within the General Faculty bargaining unit. In the event the parties are unable to resolve the dispute informally, the UFF may seek resolution of the issue by filing a unit clarification petition with the Florida Public Employees Relations Commission.
 - (b) **Revision of a Position Classification.** If the University Administration revises the specifications of an existing classification so that its bargaining unit designation is changed, the University Administration shall promptly notify the UFF of the revision.
 - (c) **Disputes Over General Classifications.** If there is a dispute about the appropriate designation of any classification, the UFF shall promptly advise the University Administration of the dispute, and the parties shall discuss the matter in an effort to resolve the dispute. In the event the parties are unable to resolve the dispute informally, the UFF may seek resolution of the issue by filing a unit clarification petition with the Florida Public Employees Relations Commission.
- 2.3 Reclassification of In-Unit Faculty Member to a Non-Unit Classification.
- (a) Except in the case of a faculty member transferring to an academic administrative position (including Assistant or Associate Chair, Chair, Assistant or Associate Dean, Dean, Assistant or Associate Vice President, Vice President, or Provost), a faculty member shall be provided forty-five (45) days written notice of the University’s decision to reclassify their position to a classification that is not contained in the General Faculty bargaining unit.
 - (b) The UFF shall be notified regarding this change at the same time the in-unit faculty member is notified.
 - (c) The faculty member may request a review of the appropriateness of their reclassification by the Office of Academic Affairs. In the case of disagreement with

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the results of the review, the matter may be the subject of Article 6, Consultation, but shall not be subject to the Article 33, Grievance Procedure and Arbitration. In the event the parties are unable to resolve the dispute informally, the UFF may seek resolution of the issue by filing a unit clarification petition with the Florida Public Employees Relations Commission.

2.4 Board of Trustees Meetings.

- (a) If an item on a meeting agenda of the Board of Trustees (or of any subcommittee of the Board of Trustees) could reasonably be construed to affect the wages, hours, or other terms or conditions of employment of faculty, the University Administration shall promptly notify the UFF, and the UFF shall upon timely request be granted a place on that Board agenda to address that issue.
- (b) If prompt notification sufficient to allow timely request has not been given, any discussion of the matters affecting wages, hours, or other terms or conditions of employment of faculty shall be postponed until the next meeting of the Board or Board subcommittee.