

UNF – UFF Collective Bargaining Agreement 2022-2025

ARTICLE 8 UNF Regulations and Policies

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

8.2 Notice of Proposed Policies or Regulations

- (a) The University Administration shall provide to the UFF an advance copy of any proposed new or amended regulation or policy.
- (b) The University Administration shall provide the UFF with an advance copy of a proposed new or amended regulation or policy promptly but not later than the date of publication of the initial public notice of a proposed new or amended regulation or policy under the provisions of Board of Governors Regulation 1.001. With respect to a new or amended regulation or policy adopted pursuant to the emergency provisions of the Board of Governors Regulation, a copy shall be provided as far in advance of its effective date as is feasible under the circumstances.

8.3 Inconsistencies with Agreement

- (a) If there is an inconsistency between an existing University rule, regulation, or policy and an express provision of this Agreement, such rule, regulation, or policy shall not apply to bargaining unit faculty members.
- (b) No new or amended University regulation, policy, or resolution shall apply to bargaining unit faculty members if it conflicts with an express term of the Agreement or, in the absence of an express term, established past practice.
- (c) If any new or amended regulation, policy, or resolution proposed by the University Administration has a direct and substantial impact on wages, hours, or terms or conditions of employment, the University Administration shall, upon UFF's request, engage in collective bargaining with respect to the impact of the change prior to implementing it.

8.4 This Agreement is subject to applicable federal, state, and local law.