

## ARTICLE 3 UFF PRIVILEGES

**3.1 Use of Facilities and Services.** Subject to the rules of the Board and the University, the UFF shall have the right to use University facilities for meetings and all other services on the same basis as they are generally available to other University-related organizations which are defined as follows: University-Related Groups and Organizations. These groups and organizations may or may not receive budgetary support. Examples of such groups include student organizations, honor societies, fraternities, sororities, alumni associations, faculty committees, University Support Personnel System staff council, direct support organizations, the United Faculty of Florida, etc.

### **3.2 Communications.**

(a) UFF may post bulletins and notices relevant to its position as the collective bargaining agent on a reasonable number of existing bulletin boards but on at least one bulletin board per building where a substantial number of faculty have offices. Specific locations shall be mutually selected by the Board and the UFF in the course of consultation pursuant to Article 2, consultation. All materials placed on the designated bulletin boards shall bear the date of posting and may be removed by the Board 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.

(b) The Board shall place a link in an appropriate place on the University web site to the web site of the local UFF.

(c) The FAMU Chapter of the UFF will be granted annually a listing of the email address of all unit members by the Board, for communication with all members of the unit. Such communication may not be used for election campaigns for public office or for exclusive collective bargaining representation.

### **3.3 Leave of Absence – Union Activity.**

(a) At the written request of the UFF, provided no later than May 1 of the year prior to the beginning of the academic year when such leave is to become effective, a full-time ~~or part-time~~ leave of absence for ~~the~~ an academic semester or year shall be granted to up to three (3) faculty members designated by the UFF for the purpose of carrying out UFF's obligations in representing faculty members and administering this Agreement, including lobbying and other political representation. Such leave may also be granted to up to three (3) faculty members for the entire summer term, upon written request by the UFF provided no later than March 15 of the preceding academic year. Upon the failure of the UFF to provide the ~~to~~ Board with a list of designees by the specified deadlines, the Board may refuse to honor any of the requests which were submitted late.

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(b) No more than three (3) faculty members from the University, nor more than one faculty member per fifteen (15) per department/unit, need be granted such leave at any one time.

(c) The UFF shall reimburse the Board for the faculty member's salary, fringe benefits, and retirement.

(d) Faculty members on full-time leave under this paragraph shall be eligible to receive salary increases in accordance with the provisions of Section 17.12. Faculty members on less than full-time leave under this paragraph shall be eligible to receive salary increases on the same basis as other faculty members.

(e) Leave will be for an entire semester or academic year and cannot be shortened to a lesser time unless mutually agreed upon by the parties.

(e) A faculty member who has been granted leave under this Article for two (2) full consecutive academic years or if elected, a full election term, shall not again be eligible for such leave until two (2) consecutive academic years have elapsed following the end of the leave, unless otherwise mutually agreed upon by the parties. As an exception, one employee designated by UFF shall be eligible for a leave of absence for one additional year.

(f) A faculty member on such leave shall not be evaluated for this activity, nor shall such activity be considered by the University in making personnel decisions.

### **3.4 Released Time.**

(a) The Board agrees to provide a total of five (5) units of released time per semester to fulltime faculty members designated by the UFF for the purpose of carrying out the UFF's obligations in representing faculty and administering this Agreement. The UFF may designate to receive release time during the academic year, subject to the following conditions:

(1) No more than one (1) faculty member per fifteen (15) faculty members per department/unit may be granted released time at any one time, nor may any faculty be granted more than a two (2) unit reduction in a single 6 semester.

(2) The UFF shall provide the Board with a list of requested designees for the academic year no later than May 1 of the preceding academic year. Upon approval of the designees by the Board, the designees shall serve for one (1) academic year. Substitutions for the spring semester may be made upon written notification submitted by the UFF to the Board no later than October 15.

(b) A "unit" of released time shall consist of a reduction in teaching load of one (1) course for Fall or Spring semester or the equivalent of a 20% reduction in academic assignment for Fall or Spring semester for instructional, faculty or for non-teaching faculty a reduction of workload of eight (8) hours per week. The faculty member in conjunction with the Unit Head, will coordinate matters regarding the implementation of release time from teaching or the academic assignment. Units of release time may be divided among faculty, but in no instance shall be in less than a 10% reduction in assignment.

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(c) Released time shall be used for conducting University-related UFF business, at the University or State level, and shall not be used for lobbying or other political representation. Leave for lobbying or other political representation may be purchased by the UFF pursuant to Section 3.3.

(d) Faculty members who are on leave of any kind, other than leave pursuant to Section 3.3, shall not be eligible to receive released time.

(e) Upon the failure of the UFF to provide a list of designees by the specified deadlines, the board may refuse to honor any of the released time requests which were submitted late. Substitutions submitted after the October 15 deadline shall be allowed at the discretion of the Board.

(f) Faculty members on released time shall be eligible for salary increases on the same basis as other faculty, but their released time activities shall not be evaluated nor taken into consideration by the University in making personnel decisions.

(g) Faculty members on released time shall retain all rights and responsibilities but shall not be considered representatives of the Board for any activities undertaken on behalf of the UFF. The UFF agrees to hold the Board harmless for any claims arising from such activities, including the cost of defending against such claims.

(h) Summer. The Board agrees to provide a total of two thirteen-week 0.25 FTE summer course assignment. No more than one faculty member per 15 faculty members per department/unit may be designated to receive such released time. Units of released time may be divided among faculty, in no instance shall be less than a 10% reduction in assignment. The UFF shall provide the Board with a list of requested designees no later than April 7th of the academic year preceding the summer term. All other provisions contained in Section 3.4, except 3.4(a) and (b), shall apply to summer union time.

For the University



Rob Larkin  
Chief Negotiator

4/14/2026

Date

For FAMU-UFF



James Muchovej  
Chief Negotiator

4/14/2026

Date