

127 the implementation and administration of the Agreement; however, such meetings shall not constitute or  
128 be used for the purpose of collective bargaining.

129  
130 2.2 Diversity Plans. The University shall provide to the UFF, without cost, a copy of any plans to  
131 ensure diversity, and updates of such plans.

### 132 133 134 **Article 3 - UFF Privileges**

135 3.1 Use of Facilities and Services. Subject to the rules of the University and the terms of this  
136 Agreement, the UFF shall have the right to use University facilities for meetings and all other services on  
137 the same basis as they are generally available to other university-related organizations which are defined  
138 as follows:

139  
140 University-Related Groups and Organizations. These groups and organizations may or may not receive  
141 budgetary support. Examples of such groups include student organizations, honor societies, fraternities,  
142 sororities, alumni associations, faculty committees, University Support Personnel Systems council, direct  
143 support organizations, the United Faculty of Florida, etc.

144  
145 3.2 Communications.

146  
147 A. UFF may post bulletins and notices relevant to its position as the collective bargaining  
148 agent on a reasonable number of existing bulletin boards but on at least one bulletin board per building  
149 where a substantial number of employees have offices. Specific locations shall be mutually selected by  
150 the University and the local UFF Chapter in the course of consultation pursuant to Article 2, Consultation.  
151 All materials placed on the designated bulletin boards shall bear the date of posting and may be removed  
152 by the University after having been posted for a period of thirty (30) days. If materials do not bear a date  
153 of posting the University may remove them at any time. In addition, such bulletin boards may not be used  
154 for election campaigns for public office or exclusive collective bargaining representation.

155  
156 B. The University will place a link in an appropriate place on the University web site to the  
157 web site of the local UFF chapter.

158  
159 C. Accessing existing university e-mail listservs or establishing a new listserv allowing the  
160 UFF electronic communications with employees shall be the subject of consultation pursuant to Article  
161 2, Consultation. UFF agrees to pay a reasonable annual fee to the University if access to a University  
162 maintained e-mail listserv is provided. However, such listservs may not be used for election campaigns  
163 for public office or for exclusive collective bargaining representation. Employees who are e-mail  
164 recipients of the listserv shall have the right to have themselves removed from the listserv upon their  
165 written request.

166  
167 D. Except in non-reappointment and disciplinary matters, email communications shall  
168 suffice as an alternative in cases where certified mail or personal delivery is required by this  
169 Agreement. An electronic delivery receipt or email acknowledgement from the recipient to the sender  
170 will be considered proof of receipt. Official University mail addresses shall be used for this purpose if  
171 available.

172  
173 3.3 Leave of Absence -- Union Activity.

174  
175 At the written request of the UFF, provided no later than May 1 of the year prior to the beginning of the  
176 academic year when such leave is to become effective, a full-time or part-time leave of absence for the  
177 academic year shall be granted to up to 4 employees designated by the UFF for the purpose of carrying out  
178 UFF's obligations in representing employees and administering this Agreement, including lobbying and other  
179 political representation. Such leave may also be granted to up to 2 employees for the entire summer term,  
180 upon written request by the UFF provided no later than March 15 of the preceding academic year. Upon the  
181 failure of the UFF to provide the University with a list of designees by the specified deadlines, the University