

# UFF PROPOSAL

December 17, 2021

## Article 1

### Recognition

This article shall remain unchanged except as to changes and modifications referenced below.

#### 1.2 University Rules, Policies, Regulations and Resolutions

- A. No existing, new or amended University rule, policy, regulation, or resolution shall apply to employees in the bargaining unit if it is inconsistent with or conflicts with an express term or provision of the Agreement.
- B. The University shall provide to the UFF an advance copy of any proposed rule, policy, regulation or resolution changing a term or condition of employment contained in this Agreement. The University shall provide the advance copy of a proposed rule, policy, regulation, or resolution no later than the date of publication under the provisions of the Administrative Procedure Act. The advance copy of a rule, policy, regulation, or resolution shall be provided to the UFF at least thirty days (30) in advance of its effective date so as to permit the UFF to seek consultation with respect to it. With respect to a rule, policy, regulation or resolution adopted pursuant to the emergency provisions of the Administrative Procedure Act, an advance copy shall be provided to the UFF as far as in advance of its effective date as is feasible under the circumstances.
- C. If the USF Board or a committee of the Board has scheduled public hearings on any Board action that would conflict with an express term of this Agreement, the UFF shall not be denied the opportunity to address the matter.
- D. If any proposed rule, policy, regulation, or resolution would modify an express term of the Agreement, the University shall engage in collective bargaining with respect to the change upon the UFF's request.