

Accreditation Standards: 24.1.1, 24.1.2 Revisions: 08/97; 01/99; 04/05; 06/07; 10/07; 02/15; 02/20; 01/21 References: FSS Chap. 447 Part II; FSS 216.011 (1) (x); Collective Bargaining Agreements	University of Florida Police Department  Department Standards Directive	Responsibility: Administration Pages: 04 Related Documents: None
TITLE: COLLECTIVE BARGAINING		

2600 Collective Bargaining

2600.1 Purpose. The purpose of this directive is to address the administrative, procedural and contract management aspects of the collective bargaining process.

2600.2 Discussion. It is important that employees and management have ground rules pertaining to wages, hours, terms, and conditions of employment decided in advance. Negotiations between the University of Florida Board of Trustees and the certified bargaining agents are based on "good faith" negotiations and the Department complies with the negotiated agreements.

2600.3 Policy. The Department shall comply with all Federal and State laws and University rules and regulations related to collective bargaining. The Department shall abide, in both letter and spirit, by the negotiated labor agreement that has been signed by management, labor representatives, and ratified by the bargaining unit.

2600.4 Procedure. Under the provisions of 447.309 (1) Florida Statutes, all parties shall conduct bargaining in good faith.

A. Representation.

1. University of Florida Board of Trustees (UFBOT). The Board of Trustees (UFBOT), represents the University of Florida in collective bargaining negotiations / agreements for both sworn and non-sworn employees.

2. Sworn Personnel Covered by the Collective Bargaining Agreement. The UFBOT recognizes the Florida Police Benevolent Association Inc. (PBA), as the exclusive representative for the purposes of collective bargaining with respect to wages, hours, terms and condition of employment for all sworn employees included in the Law Enforcement Bargaining Units.

The bargaining units for which this recognition is accorded is defined in Certification No. 1418 issued by The Florida Public Employees Relations Commission (PERC).

3. The UFBOT recognizes the, American Federation of State County and Municipal Employees (AFSCME) as the exclusive representative for the purposes of collective bargaining with respect to

wages, hours, terms and condition of employment for all State University System employees included in the certified bargaining unit.

B. Collective Bargaining Agreement between the University of Florida Board of Trustees and the Florida Police Benevolent Association, Inc. (PBA) for the University of Florida Law Enforcement Bargaining Unit.

1. The PBA collective bargaining agreement includes all full-time and part-time employees in the classifications and positions listed as follows:

- a. Law Enforcement Officer;
- b. Law Enforcement Sergeant;
- c. Law Enforcement Investigator.

2. Exclusions: This agreement specifically excludes employees in positions designated with managerial, confidential personnel as defined by the Florida Public Employees Relations Commission, personnel in original appointments with temporary, emergency, or substitute status, and all persons paid from Other Personnel Services (OPS) as defined in Section 216.011 (1) (x) Florida Statutes.

3. Negotiations. The PBA agrees that all collective bargaining is to be conducted with Board representatives. There shall be no negotiations by the PBA at any other level.

- a. Negotiations shall normally be held in Gainesville.
- b. Negotiation Committee. The PBA may designate its own bargaining team with one person designated as the principle negotiator.
- c. The Chief has direct access to the negotiation team concerning negotiation matters.
- d. Negotiation Leave. Article 3 of the current collective bargaining agreement outlines the decided upon issues regarding negotiation leave.

4. Sworn Personnel not Covered by the Law Enforcement Bargaining Agreement.

- a. The sworn positions of Chief, Associate Chief, Assistant Chief, Commander Law Enforcement Services, and Coordinator Law Enforcement Services are not covered by the Law Enforcement collective bargaining agreement. Terms and conditions of employment for employees assigned to these classifications are governed by the rules and policies promulgated by the Board.

C. Collective Bargaining Agreement between the University of Florida Board of Trustees (UFBOT) and the Florida Police Benevolent Association, Inc. (PBA) for the University of Florida Lieutenant's Bargaining Unit.

1. The PBA collective bargaining agreement includes all full-time and part-time employees in the classifications and positions listed as follows:

a. Law Enforcement Lieutenant (Coordinator Law Enforcement Services)

2. Exclusions: This agreement specifically excludes employees in positions designated with confidential personnel as defined by the Florida Public Employees Relations Commission, personnel in original appointments with temporary, emergency, or substitute status, and all persons paid from Other Personnel Services (OPS) as defined in Section 216.011 (1) (x) Florida Statutes.

3. Negotiations. The PBA agrees that all collective bargaining is to be conducted with UFBOT representatives. There shall be no negotiations by the PBA at any other level.

a. Negotiations shall normally be held in Gainesville.

b. Negotiation Committee. The PBA may designate its own bargaining team with one person designated as the principle negotiator.

c. The Chief has direct access to the negotiation team concerning negotiation matters.

d. Negotiation Leave. Article 3 of the current collective bargaining agreement outlines the decided upon issues regarding negotiation leave.

4. Sworn Personnel not Covered by the Lieutenant Bargaining Agreement.

a. The sworn positions of Chief, Associate Chief, Assistant Chief, and Commander Law Enforcement Services, Law Enforcement Sergeant, Law Enforcement Investigator, and Law Enforcement Officer are not covered by the Lieutenant's collective bargaining agreement. Terms and conditions of employment for employees assigned to these classifications are governed by the rules and policies promulgated by the Board.

D. Non-Sworn Personnel. The Board recognizes AFSCME as the exclusive representative for the purposes of collective bargaining with respect to wages, hours, terms and condition of employment for all University of Florida employees included in the certified bargaining unit. Not all non-sworn employee classifications within the Department have bargaining unit representation.

E. Ratification.

1. The Chief shall ensure, upon ratification of the collective bargaining agreements, that copies of the agreements are made available to all members of the respective bargaining units, their supervisors and commanders.

2. The Chief shall order that all Department directives and procedures be reviewed and amended, if necessary, to coincide with the terms of the agreement.

2600.5 Glossary.

AFSCME - American Federation of State, County and Municipal Employees

Association - The Florida Police Benevolent Association Inc.

UFBOT - The University of Florida Board of Trustees

Department - The University of Florida Police Department.

Employee - A member of the University of Florida Police Department.

University - University of Florida

JJS 10/95 Filed: Collective Bargaining 2600

Approved: _____
Bart Knowles, Chief

Effective Date: July 10, 2024