

ARTICLE 28
DEFINITIONS
[AMENDED AUGUST 2019]

The following terms, not otherwise defined in the Articles, are used in this Agreement:

- “Academic Year (AY)” means a period consisting of a fall and spring semester of approximately 39 weeks.
- “Academic Professional” means a member of the bargaining unit who holds the position classification of Wellness Counselor or Assistant Librarian.
- “Administration” means Florida Polytechnic University acting through its President and staff
- “Bargaining unit” means those employees, collectively, represented for collective bargaining purposes by the UFF pursuant to Florida Public Employees Relations Commission Certification wherein the Commission determined the composition of the bargaining unit at Florida Polytechnic University, as outlined in Appendix A.
- “Board,” “BOT,” or “Board of Trustees” means the University’s governing body acting through the President and staff.
- “Business Day” means Monday through Friday, excluding University holidays, in which the University is open and in normal operations.
- “Continuous employment” means employment uninterrupted by a break in service in which the employee is treated as a new employee for purposes of computing seniority and years of employment.
- “Days” means calendar days.
- “Department/unit” means a department or a comparable administrative unit generally equivalent in size and character to a department, unless provided otherwise in an express provision of this Agreement.
- “Employee” means a member of the bargaining unit.
- “Equitable” means fair and reasonable under the circumstances.
- “Faculty,” “faculty member,” or “faculty employee” means any member of the bargaining unit who holds a position classification of instructor, assistant professor, associate professor, or professor.
- “FTE” means “full-time equivalent.”
- “Instructor” means member of the bargaining unit whose primary responsibilities are teaching, service, and related activities, and who does not hold the rank of an Assistant Professor, Associate Professor, or Professor.
- “Months” means calendar months.
- “Number” written in the singular form includes the plural.
- “Professors” means any member of the bargaining unit who holds a position classification of assistant professor, associate professor, or professor.

- “Semester” means one of the two approximately 19.5-week periods that together constitute the academic year.
- “Supervisor” means an individual identified by the President or designee as having immediate administrative authority over bargaining unit employees.
- “UFF” means United Faculty of Florida.
- “UFF Chapter” means the Florida Polytechnic University Chapter of UFF.
- “University” or “FPU” means Florida Polytechnic University, including when acting through the President and staff.
- “Year” means a period of twelve (12) consecutive months.

IN WITNESS THEREOF, the parties have set their signatures this 14th day of August, 2019.

**FLORIDA POLYTECHNIC UNIVERSITY
BOARD OF TRUSTEES:**

Randy Avent

Randy Avent (Aug 15, 2019)

Dr. Randy K. Avent
President, Florida Polytechnic University

Terry Parker

Terry Parker (Aug 14, 2019)

Dr. Terry Parker
Provost & Executive Vice President
Florida Polytechnic University



Alexander M. Landback, Esq.
Chief Negotiator
Assistant General Counsel

FPU-BOT Bargaining Team Members
Regina DeJulio, VP & General Counsel
Mark Mroczkowski, VP & Chief Financial Officer
Dr. Tom Dvorske, Vice Provost
Dr. Shahram Taj, Department Chair
Mark Bonfanti, Esq.

**UNITED FACULTY OF FLORIDA
FLORIDA POLYTECHNIC UNIVERSITY:**

Patrick Luck

Dr. Patrick Luck
President, UFF-FPU



Dr. Myles Kim
Chief Negotiator
UFF-FPU Bargaining Committee

UFF-FPU Bargaining Team Members
Dr. C. Wylie Lenz, Assistant Professor
Dr. Jared Bunn, Assistant Professor
Dr. Amanda Bruce, Assistant Professor
Candi Churchill, UFF Service Unit Director