

1 *Article 21*
2 **OTHER FACULTY RIGHTS**

3 21.1 Professional Meetings. Faculty members should be encouraged to and may, with the approval of the
4 supervisor, attend professional meetings, conferences, and activities. Subject to the availability of funds, the
5 faculty member's expenses in connection with such meetings, conferences, or activities shall be reimbursed in
6 accordance with the applicable provisions of state law and rules and regulations having the force and effect of
7 law.

8 21.2 Office Space. Each faculty member shall be provided with office space which may be on a shared basis.
9 The parties recognize the desirability of providing each faculty member with enclosed office space with a door
10 lock, office equipment commensurate with assigned responsibilities, and ready access to a telephone. Each faculty
11 member shall, consistent with building security, have reasonable access to the faculty member's office space and
12 laboratories, studios, music rooms, and the like used in connection with assigned responsibilities; this provision
13 may require that campus security provide access on an individual basis. Before a faculty member's office location
14 is changed, or before there is a substantial alteration to a faculty member's office to a degree that impedes the
15 faculty member's work effectiveness, the affected faculty member shall be notified, if practicable, at least one
16 (1) month prior to such change.

17 21.3 Safe Conditions. Faculty members' safety while performing their jobs is important.

18 (a) Whenever a faculty member reports a condition which the faculty member feels represents a violation
19 of safety or health rules and regulations or which is an unreasonable hazard to persons or property, such conditions
20 shall be promptly investigated. The appropriate administrator shall reply to the concern, in writing, if the faculty
21 member's concern is communicated in writing.

22 (b) Campus buildings shall be regularly inspected to ensure the safety of students, faculty, and staff. and the
23 results posted to an FSU Building Safety website.


24
25 (1) Buildings ~~When possible, A~~ Air handling units shall be equipped with the highest-rated compatible ~~high-~~
26 efficiency filters that will be replaced ~~, capable of filtering out 95 percent or more particles of all sizes.~~
27 Filters will be changed out in according to manufacturer's directions ~~inspected and replaced if~~
28 necessary every three months.

29 (2) Buildings shall be inspected for radon according to best practices. Faculty shall be notified as soon as
30 practicable and appropriate remediation taken if the reading falls above the EPA Aaction Llevel of
31 4pCi/L. For any building in which a previous test result has detected a radon measurement above the
32 EPA Action Level of greater than 4pCi/L, a test shall be conducted in the area of the previous detection
33 on an annual basis.


34 (3) Buildings shall be inspected for mold and other biological hazards every ~~two~~four years, and if it is
35 found, faculty shall be notified as soon as practicable, and the problem remediated.


36 (cb) The University shall take reasonable precautions to ensure faculty safety from armed aggressors.

37 21.4 Limitation on Personal Liability.


Renisha Gibbs
Co-Chief Negotiator
FSU - BOT
5/11/22
Date


Michael Mattimore
Co-Chief Negotiator
FSU - BOT
May 11, 2022
Date


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UFF - FSU Chapter
May 11, 2022
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Scott Hannahs
Co-Chief Negotiator
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1 (a) In the event a faculty member is sued for an act, event, or omission which may fall within the scope of
2 Section 768.28, Florida Statutes, the faculty member should notify the President's office as soon as possible after
3 receipt of the summons commencing the action in order that the Board may fulfill its obligation. Failure to notify
4 the employer promptly may affect the rights of the parties.

5 (b) For information purposes, the following pertinent language of Section 768.28(9), Florida Statutes, is
6 reproduced herein.


7 No officer, employee, or agent of the state or of any of its subdivisions shall be held personally liable in tort
8 or named as a party defendant in any action for any injury or damage suffered as a result of any act, event, or
9 omission of action in the scope of her or his employment or function, unless such officer, employee, or agent
10 acted in bad faith or with malicious purpose or in a manner exhibiting wanton and willful disregard of human
11 rights, safety, or property.


12 21.5 Travel Advances. The University will, to the extent permitted by state law and rule, provide travel
13 advances, upon request, of up to eighty (80) percent of budgeted expenses for authorized travel of longer than
14 five (5) consecutive days.


15 21.6 Working Papers Rights. Consistent with law, the provisions of Article 18, and the legitimate interests of
16 the University, faculty members shall have the right to control of their personal correspondence, notes, raw data,
17 and other working papers.


18 21.7 Protection for Whistleblowers. Faculty members are notified that Section 112.3187, Florida Statutes,
19 provides protection to whistleblowers and delineates their rights and responsibilities.

20 21.8 If a faculty member is given a letter of counsel or similar document, they have the right to attach a response.


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