

1 *Article 21*

2
3 ***OTHER FACULTY RIGHTS***

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

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

19 21.3 Safe Conditions. Faculty members’ safety while performing their jobs is important.

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

25 (b) Campus buildings shall be regularly inspected to ensure the safety of students, faculty, and
26 staff.

27 ~~(1)~~—

28 ~~(2)~~—Air handling units shall be equipped with ~~the highest-rated compatible manufacturers’~~
29 recommended filters that will be replaced according to manufacturers’ directions.

30 ~~(1)~~—

31 ~~(2)~~ Buildings shall be inspected for radon according to best practices. Faculty shall be
32 notified as soon as practicable and appropriate remediation-action taken if ~~the reading levels falls~~
33 above-greater than the EPA Radon Action Level.

34 ~~(a)~~ For any building in which a ~~previous test result has detected a radon measurement~~
35 above the EPA Action Level, radon mitigation system has been installed, a follow-up testing shall

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1 be conducted in the mitigated area of the previous detection on an annual periodic basis per the
2 FDOH-reviewed FSU Radon Data Interpretation and Mitigation Protocol but not less frequently
3 than every ten (10) years. ~~as recommended by a licensed radon assessment and mitigation installer~~
4 ~~Radon Mitigation Specialist certified by the Florida Department of Health, as recommended by a~~
5 ~~licensed Radon Mitigation Specialist certified by the Florida Department of Health~~

6 (b) For all other buildings testing shall be conducted according to the FSU Radon
7 Data Interpretation and Mitigation Protocol, and follow-up testing shall be conducted when there
8 is a major modification to the building but not less frequently than every ten (10) years. ~~or~~
9 ~~periodically as recommended by a licensed Radon Mitigation Specialist certified by the Florida~~
10 ~~Department of Health, or periodically as recommended by a Florida licensed radon assessment~~
11 ~~and mitigation installer Radon Mitigation Specialist certified by the Florida Department of Health.~~

12 (3) Buildings shall be periodically inspected ~~evaluated~~ for mold and other biological
13 hazards every four years ~~as needed~~ recommended by best practices for indoor air quality, and if it
14 is issues of concern are found, faculty shall be notified as soon as practicable, and the problem
15 remediated shall be addressed appropriately.

16 (c) The University shall take reasonable precautions to ensure faculty safety from armed
17 aggressors. The University administration, with input from law enforcement, faculty, and staff,
18 will review safety protocols and make recommendations, where appropriate. A preliminary status
19 report will be provided to the parties by December 31, 2024, with a final report by the end of the
20 2024-2025 academic year. ~~A joint labor management committee shall be created no later than~~
21 ~~July 1, 2024, to study tangible and practicable measures for protecting faculty, staff, and students~~
22 ~~in classrooms, labs, libraries, and offices from armed aggressors (e.g., police call buttons in all~~
23 ~~classrooms and faculty offices, deadbolts operable from inside each classroom, and emergency~~
24 ~~safety training) and present a plan of action to faculty and the University community by December~~
25 ~~1, 2024. The University shall implement the plan no later than June 1, 2025. The committee shall~~
26 ~~include one (1) person appointed by the Provost, one (1) person appointed by the Office of Finance~~
27 ~~and Administration, one (1) person appointed by the Florida State University Police Department,~~
28 ~~and three (3) faculty members appointed by the UFF FSU President. ~~shall include but not be~~~~
29 ~~limited to the following measures or technical equivalents, to be implemented in a timely manner:~~
30 ~~Police call buttons in all classrooms and faculty offices, deadbolts operable from inside each~~
31 ~~classroom, and emergency safety training.~~

32 21.4 Limitation on Personal Liability.

33 (a) In the event a faculty member is sued for an act, event, or omission which may fall within
34 the scope of Section 768.28, Florida Statutes, the faculty member should notify the President’s
35 office as soon as possible after receipt of the summons commencing the action in order that the
36 Board may fulfill its obligation. Failure to notify the employer promptly may affect the rights of
37 the parties.

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

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

8 21.5 Travel Advances. The University will, to the extent permitted by state law and rule, provide
9 travel advances, upon request, of up to eighty (80) percent of budgeted expenses for authorized
10 travel of longer than five (5) consecutive days.

11 21.6 Working Papers Rights. Consistent with law, the provisions of Article 18, and the legitimate
12 interests of the University, faculty members shall have the right to control of their personal
13 correspondence, notes, raw data, and other working papers.

14 21.7 Protection for Whistleblowers. Faculty members are notified that Section 112.3187, Florida
15 Statutes, provides protection to whistleblowers and delineates their rights and responsibilities.

16 21.8 If a faculty member is given a letter of counsel or similar document, they have the right to
17 attach a response.

18 ~~21.9 Faculty and Staff Parking Permits shall permit the holder parking privileges to any~~
19 ~~unreserved parking space on campus, whether designated as faculty/staff or student.~~

20 ~~21.9 The University shall consider adopting a policy such that Faculty and Staff Parking Permits~~
21 ~~allow the holder parking privileges to any unreserved parking space on campus, whether~~
22 ~~designated as faculty/staff or student.~~

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