



# The Plain-Language Project

Article I





## ARTICLE 1

### RECOGNITION

1.1 Bargaining Unit. Pursuant to the certification of the Florida Public Employees Relations Commission, Certification No. 1693 dated June 1, 2009, certifying the United Faculty of Florida-Florida State University-Graduate Assistants United (UFF-FSU-GAU) as the exclusive representative, solely for the purpose of collective bargaining pursuant to Section 447.389, F.S. for all employees in the bargaining unit described in said certification, the University Board of Trustees has entered into this Agreement. The bargaining unit is described in the certification but, for convenience, may be described as employees in the following titles at Florida State University:

Graduate Research Assistant (9182),

Graduate Research Associate (9181),

Graduate Teaching Assistant (9184),

Graduate Teaching Associate (9183), and

Graduate Assistant (9185).

1.2 Exceptions. Nothing contained in this Agreement shall be construed to prevent Florida State University or its representatives from meeting with any individual or organization to hear views on any matter; provided, however, that any such matter which is a proper subject of collective bargaining and covered by a term of this Agreement, any changes or modification shall be made only through negotiations and agreement with UFF-FSU-GAU.

# Article I Recognition

“Recognition”

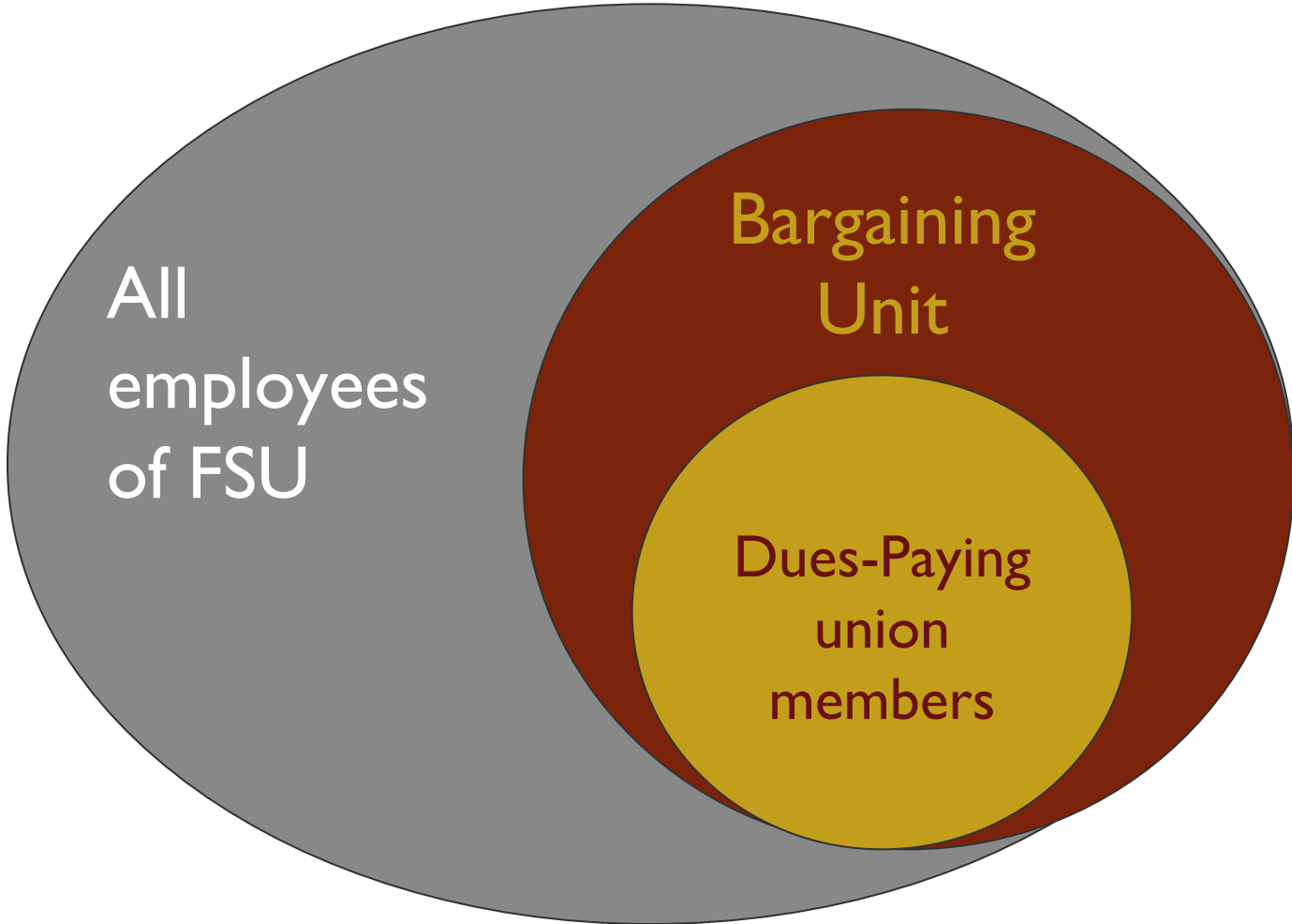
A “recognition” article is a standard first article, acknowledging the establishment of the union to represent and bargain for a defined class of employees at this particular workplace.

# Bargaining Unit

## I.I “Bargaining Unit”

A “bargaining unit” is different from “union members.” If you’re a member of the union, that means you pay dues to us. All “members” are part of the “bargaining unit;” but not all people in the “bargaining unit” are “members.”

“Bargaining unit” means EVERY employee who COULD join the union if they WANTED to; EVERY employee that is covered by the union contract.



All  
employees  
of FSU

Bargaining  
Unit

Dues-Paying  
union  
members

# 1.1 Bargaining Unit (con't)

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This union is UFF-FSU-GAU.

This union was established June 1, 2009.

This union is the **ONLY** union that covers these workers that we're about to list below.

This union bargains on behalf of the workers we're about to cover.

FSU-BOT is who we bargain against.

# UFF-FSU-GAU

“United Faculty of Florida-Florida State University-Graduate Assistants United (UFF-FSU-GAU)”

United Faculty of Florida: Our “parent” union.

Covers ALL the college/university faculty, GAs, &c in Florida who HAVE a union.

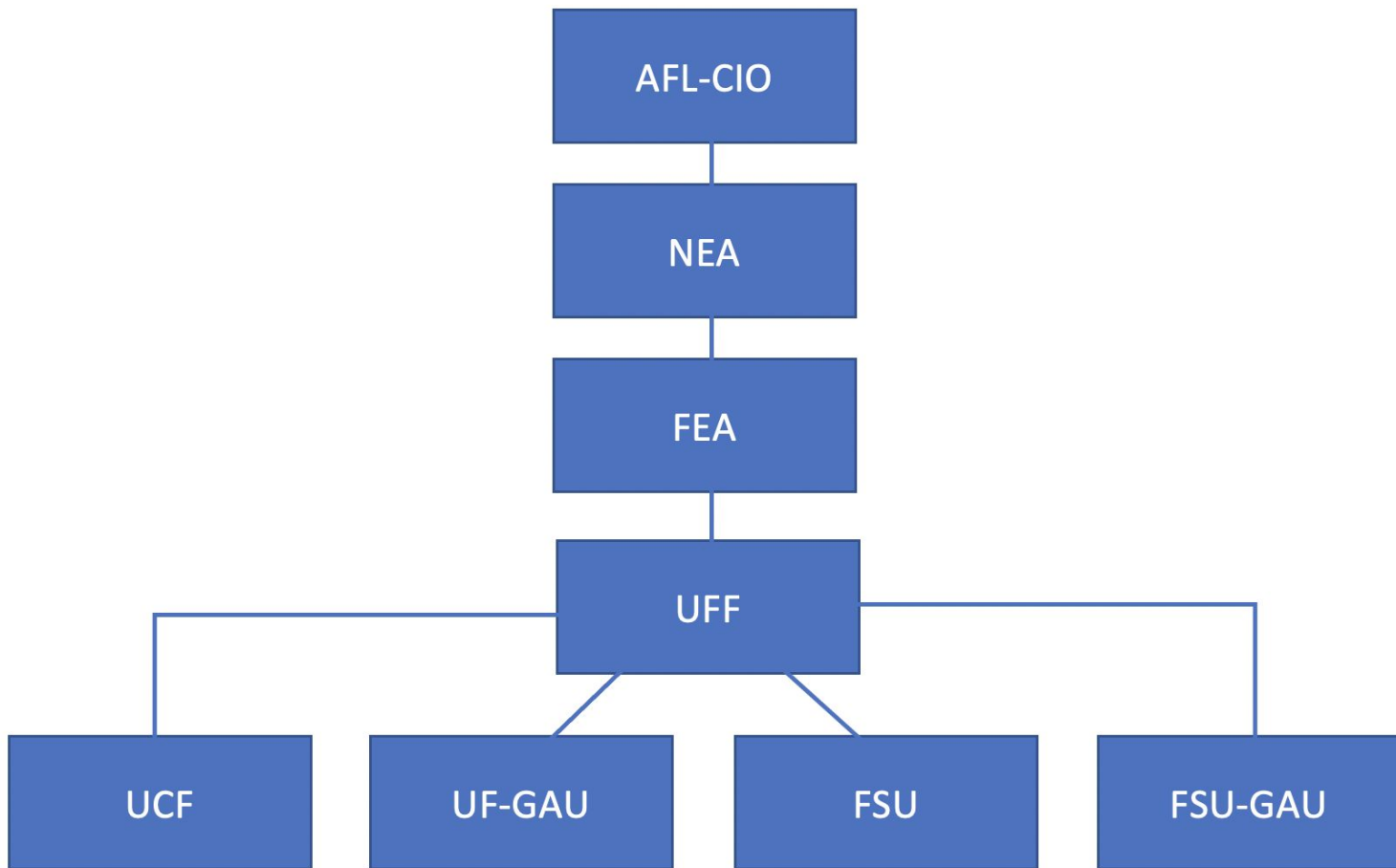
Ex: FSU’s FACULTY union is part of UFF; UF’s Grad assistant union is ALSO part of UFF.

Florida State University: Duh.

Graduate Assistants United: The name of your union! GAU!

Standard name for grad assistant unions.

Ex: UF’s grad union is “UF-GAU.”





# Employees in the Following Titles...

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Graduate Research Assistant (9182),

Graduate Research Associate (9181),

Graduate Teaching Assistant (9184),

Graduate Teaching Associate (9183), and

Graduate Assistant (9185).

You have to be PAID by the university to be covered by the union (aka, a worker/employee!).

BUT Being an employee of FSU is a NECESSARY but not SUFFICIENT condition to be covered by our union.

ONLY these particular job codes are covered by our union.

Ex: Nursing grad students in the nursing school are NOT covered by us.

## 1.2 Exceptions

1.2 Exceptions

Of course there's gotta be an  
“exceptions” article.

## 1.2 Exceptions (con't)

1.2 Exceptions. Nothing contained in this Agreement shall be construed to prevent Florida State University or its representatives from meeting with any individual or organization to hear views on any matter; provided, however, that any such matter which is a proper subject of collective bargaining and covered by a term of this Agreement, any changes or modification shall be made only through negotiations and agreement with UFF-FSU-GAU.

Just because FSU-GAU exists doesn't mean NO OTHER organization can exist.

They can even meet with and talk with the administration! Or the BOT!

BUT, if another group is trying to talk union-y sort of stuff--stipends, raises, health insurance--you gotta go through FSU-GAU.

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Imagine the international grad students all banned together through the GLOBE to demand tuition waivers from FSU.

They **COULDN'T** try to bargain that themselves because that's something FSU-GAU is supposed to bargain.

But they **CAN** still exist as an organization.

And they can meet with university about other stuff.

They can **EVEN** meet with FSU **ABOUT** tuition waivers, but they can't try to **COLLECTIVELY BARGAIN** it.