



# The Plain-Language Project

Article 22





## ARTICLE 22

### DEFINITIONS

22.1 Academic year - means a period consisting of a Fall and Spring semester of approximately thirty-nine (39) contiguous weeks or 19.5 pay periods.

22.2 Bargaining unit - means those employees, collectively, represented for collective bargaining purposes by UFF-FSU-GAU pursuant to the certification of the Florida Public Employees Relations Commission.

22.3 Days - means calendar days.

22.4 Employee - means a member of the bargaining unit.

22.5 Fiscal Year - means July 1 to June 30.

22.6 FTE - means Full Time Equivalent.

22.7 Graduate assistant - means a person employed in the bargaining unit.

22.8 President - means the President of Florida State University.

# Article 22 Definitions

Literally just runs through a ton of definitions for terms that are used throughout this contract.

## 22.1 Academic Year

22.1 Academic year - means a period consisting of a Fall and Spring semester of approximately thirty-nine (39) contiguous weeks or 19.5 pay periods.

Academic Year = Fall + Spring semesters, about 39 weeks straight in a row, 19.5 pay periods (AKA, biweekly paycheck time periods).

Note: this is NOT the period from the first day of classes in Fall to the last day of classes in Spring. The 39-week academic year begins about 2.5 weeks *before* Fall classes and ends shortly after the final grading deadline in Spring.

## 22.2 Bargaining Unit

22.2 Bargaining unit - means those employees, collectively, represented for collective bargaining purposes by UFF-FSU-GAU pursuant to the certification of the Florida Public Employees Relations Commission.

**Bargaining Unit = employees who are covered by the GAU contract according to Article I.**

## 22.3 Days

22.3 Days - means calendar days.

Days = calendar days. This is in contrast to business days, which are weekdays, excludes holidays, &c. So when the contract says “days” it means “all the days, including weekends and holidays,” in contrast to when it just says “business days” which would be just non-holiday weekdays, &c.

## 22.4 Employee

22.4 Employee - means a member of the bargaining unit.

Employee = specifically, the employees who are part of the GAU bargaining unit.

## 22.5 Fiscal Year

22.5 Fiscal Year - means July 1 to June 30.

Fiscal year = July 1st -- June 30th of the following year.



## 22.6 FTE

22.6 FTE - means Full Time Equivalent.

FTE = Full Time Equivalent (40 hours/week).

## 22.7 Graduate Assistant

22.7 Graduate assistant - means a person employed in the bargaining unit.

Graduate Assistant = person employed within the bargaining unit, aka, person employed at FSU who falls under our contract.

## 22.8 President

22.8 President - means the President of Florida State University.

President = in this contract, they're talking about the President of FSU.

## 22.9 Supervisor

22.9 Supervisor - means the individual identified by the President or representative as having immediate administrative authority over bargaining unit employees.

Supervisor = The person who is singled out as being directly in charge of you, administratively. The FSU President or representative of the President (ie, department chairs, deans...) determines who this person is.

This may be different from your advisor, department chair, &c. because it's an administrative definition.

## 22.10 Titles and Headings

22.10 Titles and headings - the title of Articles and headings which precede text are inserted solely for convenience of reference and shall not be deemed to limit or affect the meaning, construction, or effect of any provision of this Agreement.

Titles and Headings = The titles and headings of the articles in this contract are not technically part of the legally binding bits of the contract. So like, you can't take FSU to court over some supposed loophole in the definition of the title of one of the articles. They are purely aesthetic.

## 22.11 UFF-FSU-GAU

22.11 UFF-FSU-GAU - means United Faculty of Florida-  
Florida State University-Graduate Assistants United.

UFF-FSU-GAU = Designates us, your union! Specifically the United Faculty of Florida (our parent union that covers all the professors at state universities and colleges in the state of Florida), Florida State University (our university), Graduate Assistants United (the standard name of all the graduate assistant unions).

## 22.12 University

22.12 University - means Florida State University and its officials, representatives, and agents.

University = specifically refers to Florida State University and anyone who is an official at FSU, represents FSU, or is an agent of FSU.

## 22.13 University Board of Trustees

22.13 University Board of Trustees - means the body established by Section 1001.71, Florida Statutes.

University Board of Trustees = Specifies the specific body of people set up as the Board of Trustees for FSU.



## 22.14 Work Environment

22.14 Work environment - means the place of employment, involving the physical geographical location of the workplace provided by the employer. Also includes, but is not limited to, factors relating to the place of employment, such as required equipment or materials necessary for completion of the job, employer provided furniture, noise level, air quality, etc.

Work environment = The physical place that FSU/your department offers you to work in (office, lab, &c.). ALSO applies to factors RELATING to place of employment, including but not limited to: required equipment or materials necessary for completion of the job (printers, computers, lab stuff, &c.), furniture FSU provides (desks, chairs), noise level, air quality, &c.

Can include stuff outside these things! But definitely includes at least these things!