

**ARTICLE 3**  
**MANAGEMENT RIGHTS**

3.1 Policy. The parties agree that the University shall have the rights, powers, and authority vested in it by the Florida Constitution, the Board of Governors, Florida statutes and case law, including the right to plan, manage, administer, and control the University of Florida in carrying out the ordinary and customary functions of management.

3.2 Limitations.

(a) All such rights, powers, and authority are subject to those limitations imposed by this Agreement or applicable law.

(b) The management rights referenced in Section 3.1, above, do not constitute a waiver of, nor shall in any way be deemed to waive, any rights UFF possesses under law to bargain over subsequent changes with respect to wages or other terms and conditions of employment of bargaining unit faculty.

3.3 Other Rights Recognized. Nothing in this Article shall limit or waive the right of UFF or any faculty member to seek to remedy violations of the Public Employees Relations Act, or to initiate federal or state court actions for violations of federal or state laws.