

**ARTICLE 8**  
**UNIVERSITY OF FLORIDA REGULATIONS AND POLICIES**

8.1 Changes in Regulations or Policies.

(a) Established terms and conditions of employment for bargaining unit faculty shall not be changed without collective bargaining, pursuant to Chapter 447, Florida Statutes.

(b) If any regulation, policy, or resolution proposed by the University has a direct and substantial impact on wages, hours, or any other term or condition of employment, the University shall satisfy any collective bargaining obligation with respect to the change prior to implementing it, unless UFF declines in writing to bargain over the change.

8.2 Notice of Proposed Regulations. The University shall provide to UFF, via posting on the University General Counsel web site, an advance copy of any proposed regulation that could reasonably be construed to affect terms or conditions of employment contained in this Agreement.

8.3 Inconsistencies with Agreement. No existing, new or amended University regulation, policy, or resolution shall apply to bargaining unit faculty members if it conflicts with an express term of the Agreement.