

**ARTICLE 32**  
***DEFINITIONS***

Terms used in this Agreement are defined as:

**academic year** - a period consisting of a fall and spring semester of approximately 39 contiguous weeks.

**bargaining unit** - those employees, collectively, represented for collective bargaining purposes by the UFF pursuant to Commission Order 03E-097, dated April 28, 2003, wherein the Public Employee Relations Commission issued Certificate No. 1391 to the United Faculty of Florida.

**Board or Board of Trustees** - the body established by Article IX, Section 7 of the Florida Constitution and by Florida Statutes ss. 1001.71-1001.74, responsible for the administration of the University of Central Florida.

**break in service** - those absences following which the employee is treated as a new employee for purposes of computing seniority and years of service.

**college/unit** - a college or a comparable administrative unit generally equivalent in size and character to a college.

**continuous service** - employment uninterrupted by a break in service. For academic year employees (nine-month employees), one year of continuous service is equivalent to the nine-month employment period.

**days** - calendar days.

**department/unit** - a department or a comparable administrative unit generally equivalent in size and character to a department.

**employee** - a member of the bargaining unit.

**equitable** - fair and reasonable under the circumstances.

**Florida Board of Governors** - the body established by Article IX, Section 7 of the Florida Constitution.

**Illness/injury** – any physical or mental impairment of health, including such an impairment proximately resulting from pregnancy, that does not allow an employee to fully and properly perform the duties of the employee's position.

**Immediate family** - the spouse and the grandparents, parents, brothers, sisters, children, and grandchildren of both the employee and the spouse, and dependents living in the household.

**Instructor** - a non-tenure earning employee whose primary responsibilities are teaching, service, and related activities and who possesses a non-terminal degree from an accredited institution in an appropriate field of specialization or equivalent qualifications based on professional experience.

**Lecturer** - a non-tenure earning employee whose primary responsibilities are teaching, service, and related activities and who possesses a terminal degree from an accredited institution in an appropriate field of specialization or equivalent qualifications based on professional experience.

**months** - calendar months.

**multi-year appointment** - an appointment made for a period of two-to-five academic or calendar years that may be renewed in two-to-five year increments at the end of the contract period at the discretion of the University.

**Non-Instructional** - Non-Instructional employees do not teach courses that generate SCHs.

**number**- The singular includes the plural.

**principal place of employment** - the campus location or other university site specified on the employee's standard employment contract.

**semester** - one of the two approximately 19.5 week periods which together constitute the academic year.

**State University System** - the public universities of the State of Florida.

**supervisor** - an individual identified by the University representative as having immediate administrative authority over bargaining unit employees.

**UFF** - The UCF chapter of the United Faculty of Florida. Notification of the UFF Chapter means notification of the President of the UFF Chapter or designated representative.

**University or University or representative or UCF** - the University of Central Florida Board of Trustees, the body established by Florida Statutes, 2004, Chapter 1001, acting through the President and its staff.

**year** - a period of twelve consecutive months.