

Section 7.5 – Conduct of Union Business

A. *Regular Work Hours* – Except as otherwise set forth herein, the College and Union agree that Union business shall not be conducted during normal work hours except as hereinafter provided. Exceptions include representational activities such as preparing, filing, or pursuing grievances; representing employees in investigatory interviews; disciplinary proceedings or appeals, including termination; engaging in collective bargaining; administering the collective bargaining agreement; and participating in labor-management committees. When a Union representative is appointed to a College Committee and attends committee meetings, the employee will be paid for time at the meeting. Except for attendance at such meetings and attendance at meetings conducted under Steps 2 through 4 under the Grievance Procedure; investigations of grievances as provided in paragraph B; and when appearing as a Union representative under Section 6.2, all meetings shall be on non-paid time, except as otherwise provided by the Fair Labor Standards Act. Payment for attendance at meetings under Steps 2 through 4 of the Grievance Procedure; investigations of grievances; and under Section 6.2 will be limited to the regularly-scheduled straight-time hours the employee is absent from work to attend such meetings.

B. *Investigating–Pursuing Grievances* – Union stewards will be allowed limited reasonable time during the steward's regularly scheduled workday to investigate a grievance as part of its preparation, filing, or pursuit. The time will be scheduled with the steward's non-bargaining unit supervisor and will be granted consistent with the goal of having a minimum impact on the steward's work area. Overtime will not be paid under this paragraph.

~~G. — *Leave for Union Business* — The Board agrees to release one employee at any one time who takes a full-time position with the Union for up to one (1) year without pay. Any such employee shall be designated by the Union. During the unpaid leave, the employee shall continue to accrue seniority credit for all purposes, but shall not accrue sick leave, vacation leave or Florida Retirement System credit. The employee or the Union, must provide money necessary to continue health, life, and dental insurance in an amount equal to COBRA payments. The employee shall be returned to his/her same job and worksite at the conclusion of the leave, provided the employee would have continued in such job had no leave been taken.~~