

**Section 11.1 Bargaining Unit Member Rights**

Except for any matters where the Union has waived its right to bargain on the issue, in the event the Administration intends to modify any right, privilege, or benefit constituting a mandatory subject of bargaining, enjoyed by the faculty, and which is not specifically provided for in this Agreement, the Administration agrees to give notice to the Union and provide an opportunity to discuss any changes prior to implementation. Neither such discussion nor any construction of this section shall waive the Union's right to bargain the impact on wages, hours, or terms and conditions of employment of any decisions made by the Administration, nor shall it waive the Administration's rights to implement its decisions in accordance with applicable Florida law. Alleged violations of this article shall not be subject to the grievance and arbitration procedure but shall be subject exclusively to the procedures and remedies set forth in Section 447.501 of the Florida Statutes.