

and duties of staff members as employees. The use of college facilities by a local chapter of the Federation for matters beyond the collective bargaining relationship shall be governed by the same Board policy applicable to student use of facilities.

4.2.2. The Federation shall not be charged for the use of such facilities during normal hours in which such facilities are not otherwise being utilized if there is no extra or special cost to the college from such usage.

4.2.3. Such use of facilities shall not include the use of equipment, materials, supplies or similar items, personal services, or machines.

4.2.4. Duly authorized representatives of the Federation shall be permitted to transact official Federation business on college property, provided that such transactions do not interfere with normal college operations.

4.3. If a Federation official is designated by the Federation to pursue specified union tasks for the local, State, or national union office, he/she shall, upon documented application to the Board which commits him for a period not to exceed two (2) years, be granted a Leave of Absence Without Pay. Upon mutual written agreement with the Board, this leave may be extended. No more than one individual in the System can utilize this leave at one time. Upon completion of such leave, the Faculty Member shall return to the same college at the salary and rank he/she would have attained had he/she not taken such leave.

4.4. The Employer shall provide the Federation with a copy of the Board's current policy and procedure manual. The Employer shall also place a copy of said manual in each college's library.

ARTICLE V.

ACADEMIC FREEDOM AND RESPONSIBILITIES

The parties to this Agreement subscribe to the following principles of academic freedom:

5.1. All Faculty Members are entitled to full freedom in research and in the publication of the results, subject to the adequate performance of their other academic duties.