

Tentative Agreement

Robert F. Welton

For UFF

James A. Malick

For USF

1-26-2006

Date

1/26/06

Date

**Article 24
Benefits**

USF Proposal 1/26/06

24.4 Benefits for Retired Employees

A. Employees retired from the University shall be eligible, upon request, and on the same basis as other employees, subject to University policies, to receive the following benefits from the University.

- (1) Retired employee identification cards;
- (2) Use of the University library (i.e., public rooms, lending and research service);
- (3) Listing in the University directory;
- (4) Placement on designated University mailing lists;
- (5) A University parking decal;
- (6) Use of University recreational facilities (retired employees may be charged fees different from those charged to other employees for the use of such facilities);
- (7) **The right to enroll in courses without payment of fees in accordance with the provisions of Section 1009.26(4), Florida Statutes;**
- (8) A mailbox in the department/unit from which the employee retired, subject to space availability; and
- (9) University e-mail address.

24.7 Free University Courses for Employees. The University shall provide the following Employee Education Program ("EEP"). The EEP is distinct from the Department of Management Services' State Employee Education Voucher Program created by the 2001 Florida Legislature. The 2001-02 Appropriations Act prohibits tuition waivers as used in the past. The EEP program is an entirely new and independent opportunity funded from limited existing University resources. **Full-time employees, including employees on sabbaticals or on professional development leave, may enroll for up to six (6) credit hours of instruction per term (Fall, Spring, or Summer) at the University without payment of tuition and fees.**

24.10 The University and UFF agree to pursue actively the implementation of a domestic partner health care benefit program at USF that will provide access to interested individuals, contingent upon the identification of a provider that is willing and able to offer said coverage and a plan design that will be advantageous to USF employees. The University and UFF agree to continue to negotiate all aspects of such a program. The University and UFF agree to discuss actively the benefits and fiscal impacts of reassignment of current tuition benefits to spouses and children.