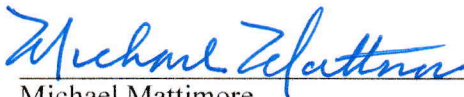


Ground Rules 14 November 2025

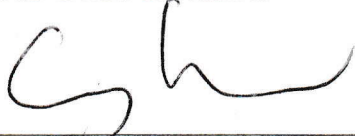
Ground rules for the 2024 – 2027 negotiations between the bargaining teams representing the University of South Florida Board of Trustees and the UFF USF employees.

- A. Both bargaining teams bargain in good faith.
- B. At each bargaining session, parties are to be prepared to present proposals and to respond to proposals presented at the prior bargaining session. If either party is not prepared to present/respond to articles, either party can cancel an agreed upon negotiation session by providing the other party with at least two (2) days advanced notice, except in the case of an emergency. Canceled negotiation sessions will be rescheduled within two (2) business days after notification and scheduled no later than two weeks following the date of notification.
- C. At each meeting, the time, date, and location of the next meeting will be confirmed. If it is not possible to do so, the next meeting shall be confirmed within 3 business days of the previous meeting.
- D. There will be at least one bargaining session each month until an entire contract has been tentatively agreed to for presentation to the employees of the UFF USF bargaining unit and the USF Board of Trustees. A new contract should be tentatively agreed to by March, 2026, in order to give sufficient time for ratification before the end of the spring term.
- E. Tentative agreements shall be in writing, initialed, and dated at the meeting agreed upon. All tentative agreements are subject to final agreement being reached.



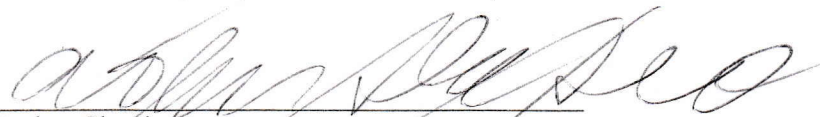
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Michael Mattimore  
Chief Negotiator  
USF Board of Trustees



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Gregory McColm  
Co-chair  
United Faculty of Florida, USF Chapter



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Arthur Shapiro  
Co-chair  
United Faculty of Florida, USF Chapter