

2920 not less than four (4) hours (½ day) for personal reasons unrelated to illness or injury. Except in
2921 the case of emergency, the employee shall provide at least two (2) days' notice of the intended
2922 leave. Approval of the dates on which the employee wishes to take such leave shall be at the
2923 discretion of the supervisor and shall be subject to the consideration of departmental and
2924 organizational scheduling.

2925 b. Such leave shall not be accumulated, nor shall the participant be reimbursed for unused leave
2926 upon termination of the post-retirement period.

2927 (6). Re-employment Period.

2928 a. The period of re-employment obligation shall extend over five (5) consecutive academic years,
2929 beginning with the academic year next following the date of retirement. No further notice of
2930 cessation of employment is required.

2931 b. The period of re-employment obligation shall not be shortened by the University, except under
2932 the provisions of Article 16 of the Agreement. During the period of re-employment, participants
2933 are to be treated, based on status at point of retirement, as tenured employees or
2934 non-tenure-earning employees with five (5) or more years of continuous service, as
2935 appropriate, for purposes of Articles 13.2(A) and 13.2(B) of the Agreement.

2936 (7). Declining Re-employment. A participant may decline an offer of re-employment during any
2937 academic year. Such a decision shall not extend the period of re-employment beyond the
2938 period described in Article 24.6(B)(5)b above. At the conclusion of the re-employment period,
2939 the university may, at its option, continue to re-employ participants in this program on a year-to-
2940 year basis.

2941 (8). Salary Increases. Participants shall receive all increases guaranteed to employees in
2942 established positions, in an amount proportional to their part-time appointment, and shall be
2943 eligible for non-guaranteed salary increases on the same basis as other employees.

2944 (9). Preservation of Rights. Participants shall retain all rights, privileges, and benefits of
2945 employment, as provided in laws, rules, the USF/UFF Agreement, and university policies,
2946 subject to the conditions contained in this Article.

2947 (10). Payroll Deductions. The UFF payroll deductions, as specified in Article 25, if applicable,
2948 shall be continued for a program participant during each re-employment period, upon request of
2949 the employee.

2950 (11). Contracts and Grants. Nothing shall prevent the employer or the participant, consistent
2951 with law and rule, from supplementing the participant's employment with contracts or grants.

2952 (12). The employee's decision to participate in the Phased Retirement Program and to resign
2953 the employee's established position is irrevocable after the required approval document has
2954 been executed by all parties.

2955 (13). Temporary Employment Exception. The provisions for re-employment on a temporary
2956 contract are in effect only for new PRP participants whose initial re-employment occurs during
2957 the 1992-93 academic year or thereafter.

2959 C. PRP Information Document. The parties agree to jointly develop written information describing
2960 the current provisions of the Phased Retirement Program in this Agreement.

2961
2962 24.7 Free University Courses for Employees. The University shall provide the following Employee
2963 Education Program ("EEP"). The EEP is distinct from the Department of Management Services' State
2964 Employee Education Voucher Program created by the 2001 Florida Legislature. The 2001-02
2965 Appropriations Act prohibits tuition waivers as used in the past. The EEP Program is an entirely new and
2966 independent opportunity funded from limited existing University resources. Full-time employees, including
2967 employees on sabbaticals or on professional development leave, may enroll for up to six (6) credit hours
2968 of instruction per term (Fall, Spring, or Summer) at the University without payment of tuition and fees.

2969
2970 24.724.8 Free University Courses for Dependents and Domestic Partners. Full-time employees may
2971 transfer unused credit hours of instruction per term (Fall, Spring, or Summer), to a dependent or domestic

2972 partner at the University without payment of tuition. Program details and operation, eligibility requirements,
 2973 funding levels will be determined by the University and be consistent with the requirements of Florida
 2974 Statutes. The Union may request consultation on program details.

2975
 2976 24.824.9 Employee Assistance Programs. Employees shall have access to any Employee
 2977 Assistance Program (EAP) of the University. Such program may include assessment, referral, follow-up
 2978 consultation, short-term counseling, and other services for employees with personal, family, job stress,
 2979 or substance abuse problems. Any policies created or revised by the university in the development or
 2980 operation of its EAP shall be discussed in consultation with the local UFF Chapter.

2981
 2982 24.924.10 Pre-tax Benefits Program. In accordance with IRS regulation and law the University shall
 2983 continue to provide a pre-tax benefits program for salaried employees which includes the opportunity to: (1)
 2984 pay for their State insurance premiums on a pre-tax basis and, (2) utilize flexible spending accounts for
 2985 medical and dependent care expenses.

2986
 2987 24.1024.11 Domestic Partner Benefits.

2988 The University will fund a stipend for eligible employees to be used toward the purchase of health
 2989 insurance for a same or opposite sex domestic partner of an eligible employee. Program details and
 2990 operation, eligibility criteria, verification of domestic partnership, proof of health insurance coverage, and
 2991 stipend amount shall be determined by the University. The costs associated with the administration,
 2992 operation and stipends shall be paid by the University from legally permissible, non-state funds. The
 2993 Union may request consultation on program details. The University will implement this program as soon
 2994 as practicable.

2995
 2996 24.1124.12 Early Retirement Incentive.

2997 In 2010 the University will create a program to provide a onetime lump sum payment to eligible
 2998 employees that will serve as an early retirement incentive. Program details and operation, eligibility
 2999 requirements, funding levels and the lump-sum payment amount will be determined by the University and
 3000 be consistent with the requirements of Florida Statutes. The Union may request consultation on program
 3001 details. The continuation of this program beyond 2010 is at the discretion of the University.

3002
 3003 ~~24.12 The University agrees to appoint a system wide committee to explore the subject of tuition-~~
 3004 ~~assistance for spouses and children of bargaining unit members. The UFF shall be given membership on-~~
 3005 ~~this committee.~~

3006
 3007 24.13 The University and the United Faculty of Florida shall appoint a system wide committee, within
 3008 forty-five (45) days of the ratification of the Collective Bargaining Agreement to discuss all aspects of
 3009 evaluation by students of the teaching/instruction by employees. The University President or
 3010 representative shall appoint the university members of the committee and the President of the University
 3011 Chapter of the United Faculty of Florida shall appoint the United Faculty of Florida members of the
 3012 committee.

3013
 3014 24.14 The University and the United Faculty of Florida shall appoint a system wide committee, within for-
 3015 five (45) days of the ratification of the Collective Bargaining Agreement to discuss all aspects of the
 3016 recording, reproduction, retention and use by the University of an employee's work product and
 3017 presentations employed by an employee in teaching/instruction in the traditional classroom, online,
 3018 distance learning and all other forms of delivery. The University President or representative shall appoint
 3019 the university members of the committee and the President of the University Chapter of the United
 3020 Faculty of Florida shall appoint the United Faculty of Florida members of the committee.

3021 **Article 25 - Payroll Deduction**

3022
 3023 Pursuant to the provisions of Section 447.303, Florida Statutes, the University and the UFF hereby agree
 3024 to the following procedure for the deduction and remittance of the UFF membership dues and other UFF
 3025 deductions.

3026
 3027 25.1 Deductions.