

2974 (9). Preservation of Rights. Participants shall retain all rights, privileges, and benefits of
2975 employment, as provided in laws, rules, the USF/UFF Agreement, and university policies,
2976 subject to the conditions contained in this Article.

2977 (10). Payroll Deductions. The UFF payroll deductions, as specified in Article 25, if applicable,
2978 shall be continued for a program participant during each re-employment period, upon request of
2979 the employee.

2980 (11). Contracts and Grants. Nothing shall prevent the employer or the participant, consistent
2981 with law and rule, from supplementing the participant's employment with contracts or grants.

2982 (12). The employee's decision to participate in the Phased Retirement Program and to resign
2983 the employee's established position is irrevocable after the required approval document has
2984 been executed by all parties.
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2986 (13). Temporary Employment Exception. The provisions for re-employment on a temporary
2987 contract are in effect only for new PRP participants whose initial re-employment occurs during
2988 the 1992-93 academic year or thereafter.

2989 C. PRP Information Document. The parties agree to jointly develop written information describing
2990 the current provisions of the Phased Retirement Program in this Agreement.
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2992 24.7 Free University Courses for Employees. The University shall provide the following Employee
2993 Education Program ("EEP"). The EEP is distinct from the Department of Management Services' State
2994 Employee Education Voucher Program created by the 2001 Florida Legislature. The 2001-02
2995 Appropriations Act prohibits tuition waivers as used in the past. The EEP Program is an entirely new and
2996 independent opportunity funded from limited existing University resources. Full-time employees, including
2997 employees on sabbaticals or on professional development leave, may enroll for up to six (6) credit hours
2998 of instruction per term (Fall, Spring, or Summer) at the University without payment of tuition and fees.
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3000 24.724.8 Free University Courses for Dependents, Spouses, and Domestic Partners. Full-time
3001 employees may transfer unused credit hours of instruction per term (Fall, Spring, or Summer), to a
3002 dependent, spouse, or domestic partner at the University without payment of tuition. Program details and
3003 operation, eligibility requirements, funding levels will be determined by the University and be consistent with
3004 the requirements of Florida Statutes. The Union may request consultation on program details. For purposes
3005 of this Paragraph, "dependent" shall include biological child, child with a qualified medical support order,
3006 legally adopted child, or child placed in the home for the purpose of adoption in accordance with applicable
3007 State and Federal laws through the end of the calendar year in which he/she turns age 26; and "domestic
3008 partner" shall include an individual who shares a committed, mutually dependent relationship with a full-
3009 time employee.
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3011 24.824.9 Employee Assistance Programs. Employees shall have access to any Employee
3012 Assistance Program (EAP) of the University. Such program may include assessment, referral, follow-up
3013 consultation, short-term counseling, and other services for employees with personal, family, job stress,
3014 or substance abuse problems. Any policies created or revised by the university in the development or
3015 operation of its EAP shall be discussed in consultation with the local UFF Chapter.
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3017 24.924.10 Pre-tax Benefits Program. In accordance with IRS regulation and law the University shall
3018 continue to provide a pre-tax benefits program for salaried employees which includes the opportunity to: (1)
3019 pay for their State insurance premiums on a pre-tax basis and, (2) utilize flexible spending accounts for
3020 medical and dependent care expenses.
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3022 24.1024.11 Domestic Partner Benefits.
3023 The University will fund a stipend for eligible employees to be used toward the purchase of health
3024 insurance for a same or opposite sex domestic partner of an eligible employee. Program details and
3025 operation, eligibility criteria, verification of domestic partnership, proof of health insurance coverage, and
3026 stipend amount shall be determined by the University. The costs associated with the administration,
3027 operation and stipends shall be paid by the University from legally permissible, non-state funds. The
3028 Union may request consultation on program details. The University will implement this program as soon

3029 as practicable.

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3031 ~~24.11~~ 24.12 Early Retirement Incentive.

3032 In 2010 the University will create a program to provide a onetime lump sum payment to eligible
3033 employees that will serve as an early retirement incentive. Program details and operation, eligibility
3034 requirements, funding levels and the lump-sum payment amount will be determined by the University and
3035 be consistent with the requirements of Florida Statutes. The Union may request consultation on program
3036 details. The continuation of this program beyond 2010 is at the discretion of the University.

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~~3038 24.12 The University agrees to appoint a system wide committee to explore the subject of tuition-~~
~~3039 assistance for spouses and children of bargaining unit members. The UFF shall be given membership on-~~
~~3040 this committee.~~

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3042 24.13 The University and the United Faculty of Florida shall appoint a system wide committee, within
3043 forty-five (45) days of the ratification of the Collective Bargaining Agreement to discuss all aspects of
3044 evaluation by students of the teaching/instruction by employees. The University President or
3045 representative shall appoint the university members of the committee and the President of the University
3046 Chapter of the United Faculty of Florida shall appoint the United Faculty of Florida members of the
3047 committee.

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3049 24.14 The University and the United Faculty of Florida shall appoint a system wide committee, within for-
3050 five (45) days of the ratification of the Collective Bargaining Agreement to discuss all aspects of the
3051 recording, reproduction, retention and use by the University of an employee's work product and
3052 presentations employed by an employee in teaching/instruction in the traditional classroom, online,
3053 distance learning and all other forms of delivery. The University President or representative shall appoint
3054 the university members of the committee and the President of the University Chapter of the United
3055 Faculty of Florida shall appoint the United Faculty of Florida members of the committee.

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Article 25 - Payroll Deduction

3058 Pursuant to the provisions of Section 447.303, Florida Statutes, the University and the UFF hereby agree
3059 to the following procedure for the deduction and remittance of the UFF membership dues and other UFF
3060 deductions.

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3062 25.1 Deductions.

3063 A. During the term of this Agreement, the University agrees to deduct the UFF membership
3064 dues in an amount established by the UFF and certified in writing by the UFF State President to the
3065 University, and to make other UFF deductions in an amount authorized by an employee, from the pay of
3066 those employees in the bargaining unit who individually and voluntarily make such request on a written
3067 authorization form as contained in Appendix " B" to this Agreement.

3068 B. Deductions will be made biweekly beginning with the first full-pay period commencing at
3069 least seven (7) days following receipt of authorization by the University. The UFF shall give written
3070 notice to the University of any changes in its dues at least forty-five (45) days prior to the effective date
3071 of any such changes.

3072 C. In addition to dues deductions, UFF may offer other related deductions such as voluntary
3073 economic services programs. It is understood that all such programs and deductions will meet
3074 requirements of State and University rules and regulations.

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3076 25.2 Remittance. The dues and other authorized deductions shall be remitted by electronic funds
3077 transfer (EFT) by the University to UFF on a biweekly basis within thirty (30) days following the pay date.
3078 At the time of each remittance a list of the employees from whose salaries such deductions were made
3079 and the amounts deducted shall be provided to the UFF State Office.

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3081 25.3 Termination of Deduction. The University's responsibility for deducting dues and other authorized
3082 deductions from an employee's salary shall terminate automatically upon either (a) thirty (30) days written