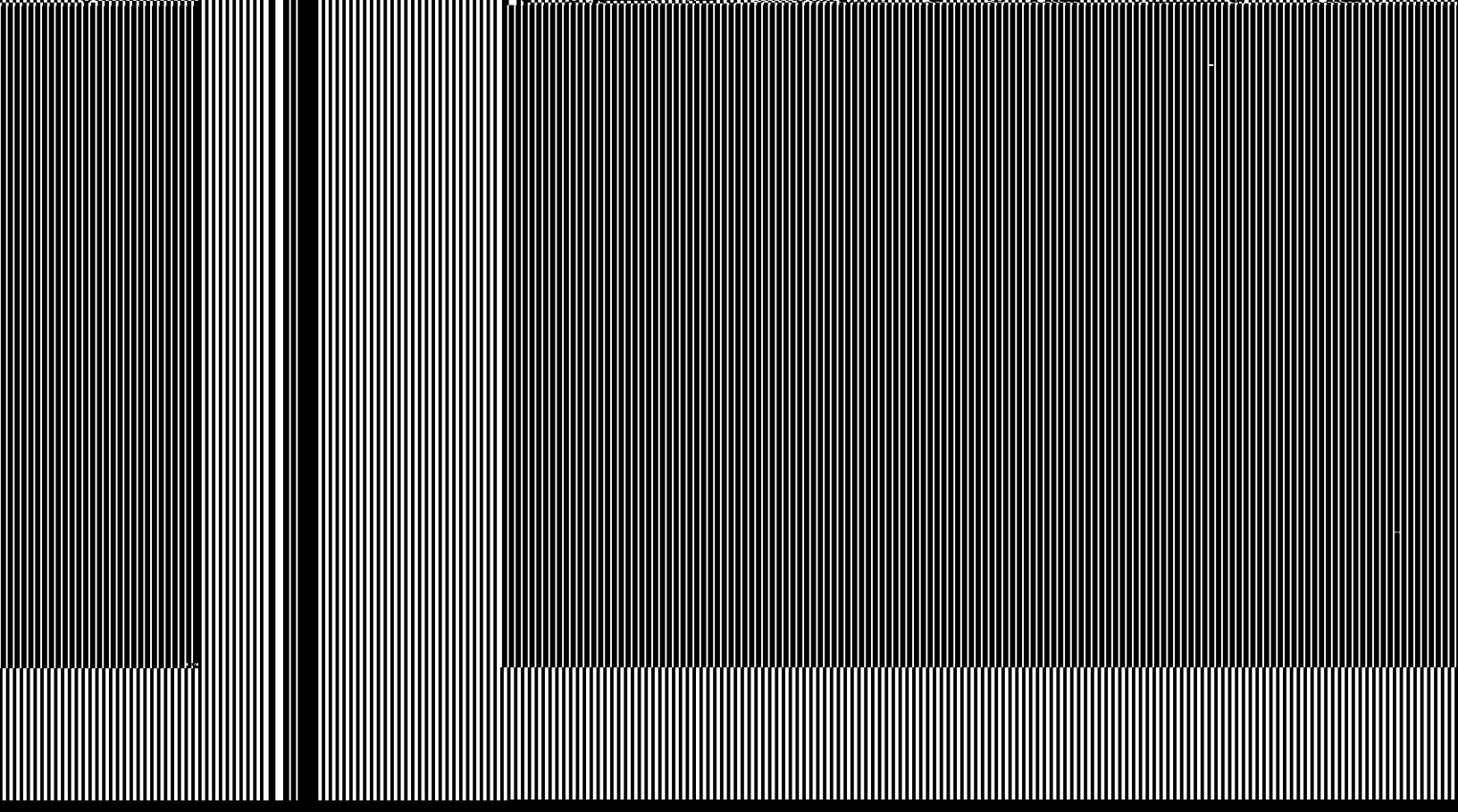






THE UNIVERSITY OF CHICAGO



Collective Bargaining Agreement

2020-2021

University of South Florida

and

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Preamble

edge in order to enhance employability in the job process of training and acquisition of knowl

Article 1

Recognition

4.4 The University of Florida, State of Florida, and the Faculty of the Florida Public Employees' Union, Local 1000, as amended by Florida Employees Relations Commission Order 1985-28, covering the University of Florida, United Faculty of Florida (UFF-USF-GAU) has the exclusive representative purpose of collective bargaining with respect to wages, hours, and other conditions of employment as specifically set forth in the Agreement for all employees in the University as described in said certification. The University has entered into this Agreement with the UFF-USF-GAU for the University of Florida, South Florida, and the University of North Florida.

- Graduate Research Assistant (Class Code 9183)
- Graduate Research Associate (Class Code 9181)
- Graduate Teaching Assistant (Class Code 9184)
- Graduate Teaching Associate (Class Code 9183)
- Graduate Assistant (Class Code 9185), and
- Graduate Instructional Assistant (Class Code 9180)

1.2 Exception: Nothing contained in this Agreement shall prevent the University or its representatives from meeting with any individual or organization or hearing views on any matter; provided, however, that as to any such matter which is a proper subject of collective bargaining and covered by a term of this Agreement, any changes or modification shall be made only through negotiations and agreement with UFF-USF-GAU.

Article 2

Appointments, Reappointments, and Terminations

2.1 The University shall make appointments on letters signed by a representative of the University and the appointee. The letter of appointment shall be sent to the representative of the University.

(D) Length of appointment and a statement that no department or University representative may make a binding agreement to reappoint the employee for longer

departmental; than the term of the appointment. In the event of a contract, research grants, advisor's promises, and other agreements are not binding.

(E) Special conditions of employment.

(F) Name of sponsor and a statement that the

employees written notice, via the employees' USF email accounts and via certified
mail, return receipt requested or aforesaid delivery, notifying employees of the proposed
terminator for job abandonment. Employees will have three business days to
respond in writing to the proposed action. If no response is received, the proposed
action becomes final.

Article 3

meeting with the observer to report in writing on additional observations or activities. Such additional observations or activities shall be noted in the evaluation file. The employee shall have the right to respond to this observation also and have the response attached.

3.4. Criteria: The comprehensive annual performance appraisal shall be based upon assigned duties, and shall consider the nature of the assignment, in terms where applicable, of:

effectiveness in presenting knowledge, information, and ideas by means or methods such as lecture, discussion, assignment, demonstration, laboratory exercise, practical experience, and direct instruction.

Article 4

Employee Evaluation File

www.secd.state.tx.us/... (1) ... evaluation file ...

information from their own file and make it available for viewing to their representative if

University officials with a business need may inspect information reflecting evaluations of employee performance in accordance with applicable law.

Article 5

Academic Freedom and Responsibility

South Florida affirms the principles of academic freedom and the conception of the University as a community of scholars.

5.1 The University of South Florida affirms the principles of academic freedom and responsibility which are rooted in a commitment to the pursuit of truth.

5.2 Academic freedom is the freedom to discuss all relevant matters of the classroom, to explore all avenues of scholarship, research, and creative expression, to speak freely on matters of University governance, and to speak, write, or create as an individual without institutional discipline or restraint.

5.3 Academic Responsibility implies the honest performance of academic

6.9 Request for Clarification of FTE Calculation. Upon receipt of an application, a local...

shall provide a description of its expectations for FTE.

As the event director, the association has a right to be involved in the process. The association...

of such conduct on the basis of an individual's membership in a decision-making organization
has the purpose or effect of unreasonably interfering with an individual's work.

For the purpose of this study, I interviewed 12 employees within a large U.S. financial services organization. These employees were selected to ensure diversity of age and tenure. The ages of the participants range from 33 to 58, and their tenure in the organization varies from 2 to 22 years. The data were collected from March 2002 to March 2003. The participants were recruited through several sources: employees from the Human Resources Department, employee referrals, and advertisements in the company's internal newspaper.

Procedure

Each participant was interviewed separately in a room that was provided by the organization. The interviews were conducted by phone and lasted approximately 30 to 45 minutes. Each participant was informed of the study's purpose and was assured that their participation was voluntary. The participants gave their informed consent to participate in the study.

Interview Schedule

I used a semistructured interview schedule to explore the meaning of work for the participants. The interview schedule consisted of 10 questions that were organized into 3 themes. The first theme was the participant's work environment, which included questions about their position, their organization, their supervisor, and their work environment. The second theme was the participant's work, which included questions about their work, their work schedule, and their work-life balance. The third theme was the participant's personal life, which included questions about their family, their hobbies, and their future plans.

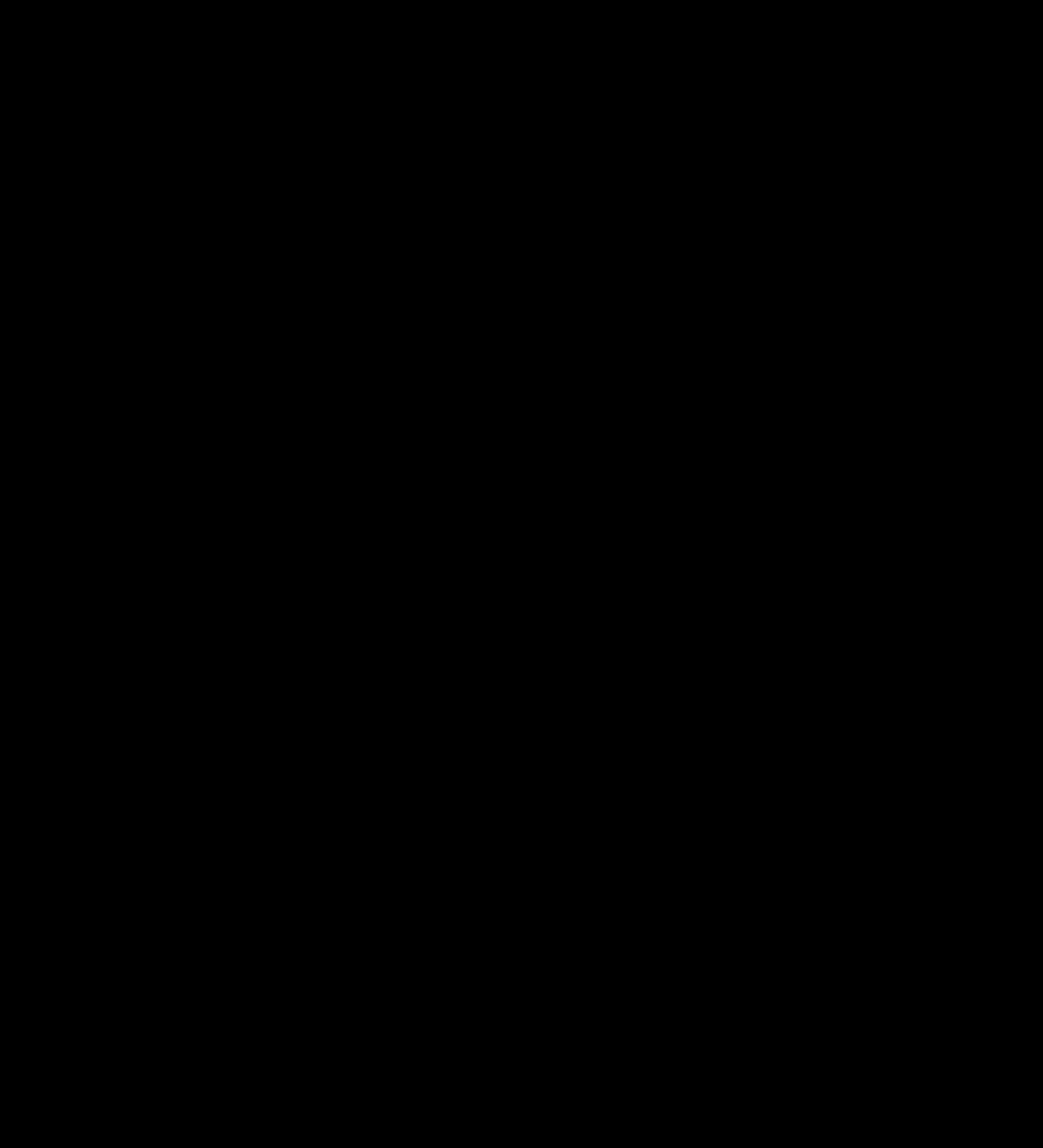
Data Analysis

I used a grounded theory approach to analyze the data. Grounded theory is a research method that involves the development of theory based on the data. The process begins with the collection of data, followed by the coding of the data into categories. The categories are then analyzed to identify the relationships between them, and finally, a theory is developed based on the data. Grounded theory is a useful method for exploring new topics or for developing a theory based on empirical data.

Results

The results of the study show that the participants have a positive attitude toward their work environment and their work. They also have a positive attitude toward their supervisor and their work-life balance. The participants also have a positive attitude toward their family, their hobbies, and their future plans. The results of the study suggest that the participants are satisfied with their work environment and their work, and they are also satisfied with their work-life balance and their personal life. This suggests that the organization has a positive work environment and that the participants are satisfied with their work and their work-life balance.

www.gutenberg.org/files/10000/10000-h/10000-h.htm
Project Gutenberg
www.gutenberg.org



11.5 Grievance Process: LEE USE CALL shall furnish promptly to the Union the list of all persons authorized to act as grievance representatives no later than August 7, 2011.

Arbitration representatives of the University and UAW shall meet for the purpose of selecting arbitrators from the Panel. The Panel shall be composed of three members, one member from each side, and a third member, to be selected by the two members from the opposite side.

alternately striking names from the Arbitration Panel list until one name remains. The

winner of a coin toss shall be the first to strike a name from the list. The University and the

UAW shall be permitted to propose a candidate for the Arbitration Panel.

on procedure for the selection of an arbitrator. The University and the American Arbitration Association

initially select as the arbitrator an individual who is not a member of the UAW or the UAW Local

member of the Arbitration Panel. The arbitration shall be concluded within ninety (90) days

following the selection of the arbitrator.

11.13 Authority of the Arbitrator.

A. The arbitrator shall neither add to, subtract from, modify, nor alter the terms or provisions of this Agreement. The arbitrator's decision shall be confined solely to the application and/or interpretation of this Agreement and the precise issue(s) submitted.

determinative. In the event that any action falls due on a day when the University is closed for normal business, the action will be considered timely if it is accomplished by 5:00 p.m. on the following business day.

11.21 Precedent: No complaint informally resolved or grievance resolved by either party for any purpose unless addressed in writing to the University and signed by both parties shall constitute a precedent.

11.22 Retroactivity: An arbitrator's award may or may not be retroactive as the equities of each case may demand, but no award shall be retroactive for a date earlier than the date the grievance was initially filed in accordance with this Article or the date on which the act or omission occurred, whichever is later.

11.23 Processing: In the event of a pending grievance, the University shall make reasonable efforts, including the shortening of time limits when practical, shall be made to conclude the processing of a grievance prior to the expiration of the time limit.

B. In order to supplement the funding provided by the Legislature for this program and following the practice of other major research institutions throughout the country, the Board shall cause these individuals to be analyzed for minimum grants to incorporate the costs of the matriculation and tuition charges which are associated with graduate assistants who are to be supported by such contract or grant into the contract or grant proposal.

15.4 Exceptions. The University will not deduct any UFE-USF-GAU fines, penalties, or special assessments from the pay of any employee.

Article 16

Deduction:

The University agrees to provide one (1) payroll deduction per employee per pay period for UFE-USF-GAU voluntary economic services programs. It is understood that all such programs and deductions will meet requirements of State and Board rules and regulations.

Article 17

Miscellaneous Provisions

17.1 No Strike or Lockout. The University agrees that there will be no lockout at the University, by itself or by any employees during the term of the Agreement. UFE-USF-GAU agrees that there will be no strike during the term of this Agreement.

17.2 Effect of Change of Law. Any provision of this Agreement which is contrary to law, but becomes legal during the term of this Agreement, shall be immediately effective upon the repeal of such legislation.

17.3 Venue. Any disputes or venue to any judicial review of an arbitrator's decision shall

(1) The University shall provide or direct provision of certain information, including campus mail addresses and campus e-mail address, if the GA has authorized the University to release this information to the LIFE SE GAL, by the third week of each semester if practicable.

18.2 Mail. Employees shall be entitled to receive employment-related and U.S. mail at their

~~employment location. Each department will schedule a time each week to make a trip to the post office for mail delivery. The department will make every effort to make the trip as convenient as possible for the employees.~~

thereby are set forth in this Agreement and that it shall constitute the entire and sole Agreement between the University and the UFF-USF-GAU for its duration.

19.2 No Obligation to Bargain: Therefore, the University and UFF-USF-GAU, during the term of this Agreement, voluntarily and under no duress, give the right and agree that the other shall not be obligated to bargain collectively with respect to any subject or matter, whether or not referred in or covered by this Agreement, even though such subject or matter may not have

been within the knowledge or contemplation of the time that negotiators signed this Agreement.

19.3 Modifications: Nothing herein shall, however, preclude the University and the UFF-USF-GAU from mutually agreeing to alter, amend, or modify any provision of this Agreement in writing.

Article
Severability

If any provision of this Agreement is found to be invalid or unenforceable, the remainder of this Agreement shall remain in full force and effect, and the invalid or unenforceable provision shall be deemed to be deleted.

B. The University shall be contacted through on-campus address and email of the Associate Vice President of Human Resources or other designated representative.

ARTICLE 22

Definitions

represented for collective

ification of the Florida Public

22.1 Bargaining unit – means those employees collectively bargaining purposes by UPRHSF-GAU pursuant to the

C. Effective beginning with the Fall 2018 Semester: for students at the masters

(1) cessation of the appointment; or

3. completion of the hours specified for completion of the degree of the program in which the employee is enrolled;

(4) failure of the employee to pay his or her employee premium when due, or
of such amount as determined by the

(2) In the discretion of the

prevent departments from paying stipends in excess of the minimum specified

university to review

department of the university which shall retain

explorator of the university will issue a report or other appropriate

GA stipends under this paragraph is not

amounts paid for GA stipends increased funding for

subject to Article II, Grievance Procedure and Arbitration

have turned in paperwork in a timely manner shall

in four (4) weeks after the first day of the term of their

23.4 Initial Payment: Employees who

receive their first paycheck not later than

unless the university shall make a reasonable effort to provide the paycheck to the employee within one (1) week of notification of the error

23.5

A. The minimum stipend increases contained in Section 23.1 are contingent upon no

PBF as compared to the

to avoid confusion the PBF Model was approved at the

errors. Meeting. The model includes 10 metrics that

a range of issues. PBF levels will be calculated on

present for the purposes of determining if

reduction in PBF

ersity shall have the sole

in the event of a reduction in PBF

in this section to determine whether to proceed with the increases

in the event the University does not proceed with the increases due to reduction

PBF the University will notify GA in writing of its decision. Notice will be given within 30 (thirty) days

Article 24

Consultation

24.1 Consultation The Graduate Dean shall meet with the UFF-USE-GAU Chapter

of the University of any other mutually foreseeable matters. Such meetings shall occur on a regular basis. Party requesting consultation shall submit a written list of agenda items in advance of the meeting. Meetings shall be held to discuss specific issues.

24.2 Special Consultation The UFF-USE-GAU may request a special consultation with the University to discuss enforcement of specific provisions of this Agreement or issues related to the administration of the Agreement. Such requests for special consultation shall not be unreasonably denied.

24.3 The parties understand and agree that such meetings held pursuant to Article 24.1 or 24.2 shall not constitute or be used for the purpose of collective bargaining.



Appendix A

Reserved

Appendix B

University of South Florida, to deduct from my pay, starting with the first full pay period commencing on _____, the amount of my membership dues and uniform assessments of the United Faculty of South Florida, and certify in writing to the University by the _____ that the amounts so deducted be paid over to the UFF/USF/ GAU and direct that sum of _____

authorize the University as a charitable contribution received by the University, in accordance with the constitution and bylaws of the UFF/USF/ GAU and direct that sum of _____

provisions of the Internal Revenue Code. Dues payments to UFF/USF/ GAU are not tax deductible as charitable contributions for Federal income tax purposes. However, they may be tax deductible under other provisions of the Internal Revenue Code.

University Human Resources (HR) for the assistance of _____ in my status within this bargaining unit.

Date	Employee's Signature
Employee ID #	Name printed
	Department
	University

Membership Form

Graduate Assistant Bargaining Unit United Faculty of Florida (UFF-USF-GAU)

Please PRINT complete information where necessary.

Mr. Ms. Mrs. Dr.

Employee ID # _____

University _____

Last Name _____

First Name _____ MI _____

Home Address _____

Campus Address _____

Street _____ Department _____ Bldg/Room # _____

City _____ State _____ Zip Code _____

Please enroll me as a member of the United Faculty of Florida (UFF-USF-GAU).

All UFF-USF-GAU members are also members of the Florida Education Association, National Education Association, American Association of University Professors, and the American Association of University Professors.

dues are a percent of regular salary for members for whom the United Faculty of Florida is the bargaining agent.

payments to UFF-USF-GAU are not tax deductible as charitable contributions for Federal income tax purposes. However, they may be tax deductible under other provisions of Internal Revenue Code.

Signature of member _____ Date _____

United Faculty of Florida, One East Franklin Avenue, Gainesville, Florida 32601



United Faculty of Florida UFF-USF-GAU UFF-BAC

Payroll Deduction Authorization Form

pay, starting with the first tu
70 days from the date this
to the U.F. Political Action

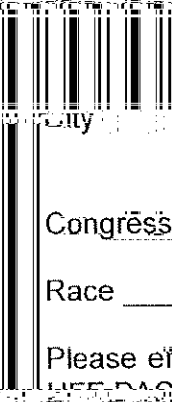
that the sum so deducted be

I authorize the University of South Florida to deduct from my
biweekly pay period (commencing not later than seven
authorization is received by the University, contributions
Committee in the amount of \$1100 per pay period, and I direct
paid over to the U.F. Political Action

Contributions or gifts to U.F.P.A.C. are not tax deductible as charitable contributions for
Federal income tax purposes. However, they may be tax deductible under other provisions

Street # Department

Zip Code City State



Congressional District

Race Sex Birthdate

of Florida: Political Action Committee.
no tax deduction for charitable contributions for federal income
they may be tax deductible under other provisions of the Internal

Please enroll me as a member of the United Faculty of Florida
contributions for federal income tax purposes. However,
Revenue Code.

Signature of member

Date

Appendix C

Grievance

Name: _____

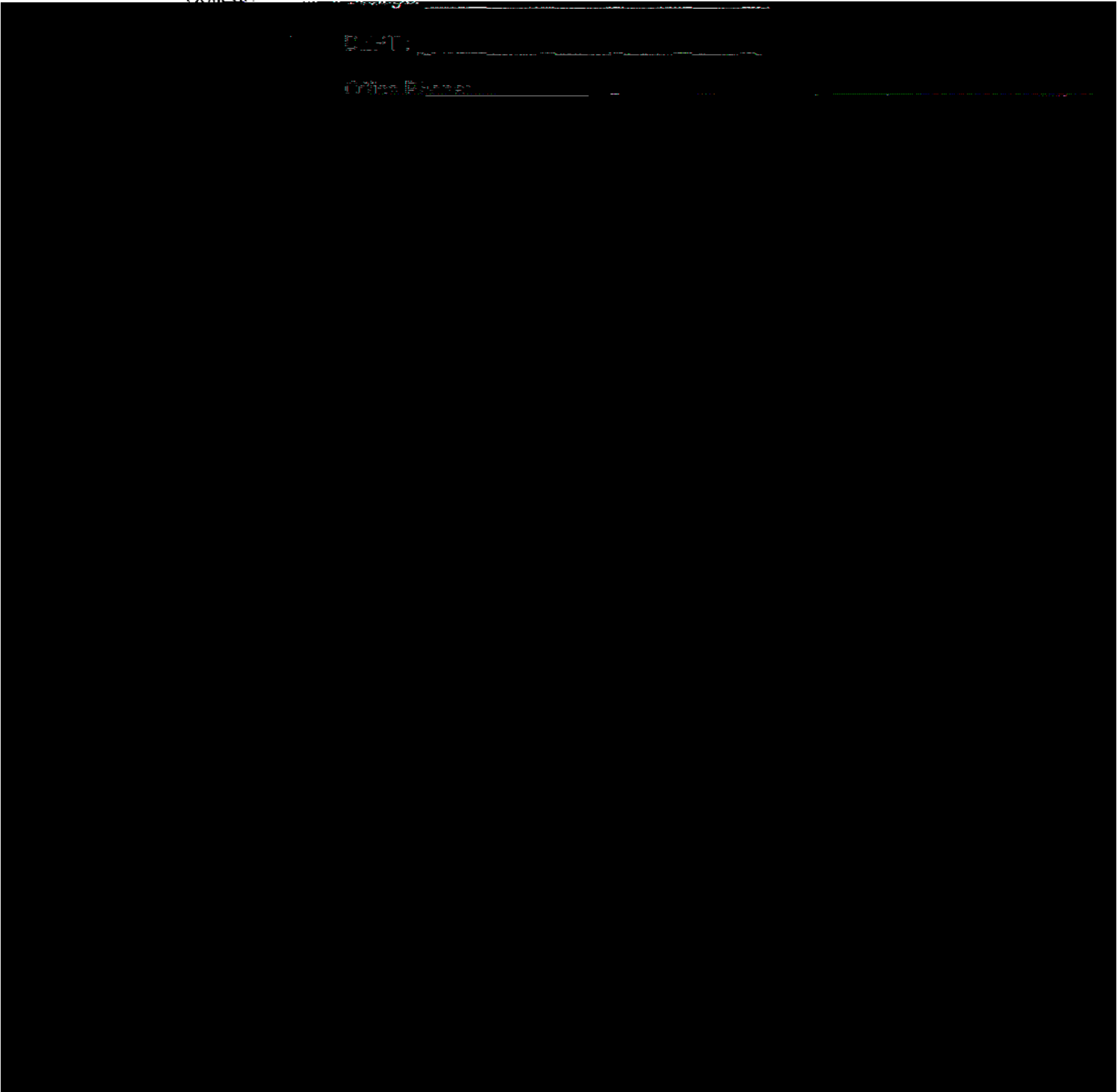
I. Grievan

University

College: _____

DEPT: _____

Office: _____



Remedy sought:

Remedy sought:

[The remainder of the page is obscured by a large black redaction box.]

Decision

Request for Review of Step 1 Decision

To provide you the _____

Office Address: _____

Step 1 Decision Request for Review

This Request should be sent to: Office of Project ADM 226

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