

**AFSCME RE-OPENER AGREEMENT
(2005)**

Collective Bargaining Agreement

between

**THE UNIVERSITY OF FORTH FLORIDA
BOARD OF TRUSTEES**

and

**Florida Public Employees Council 79
American Federation of State,
County, and Municipal Employees
AFL-CIO**

2004-2007

**ARTICLE 7
WAGES**

7.1 General Increases. Each eligible employee shall receive a four and three tenths percent (4.3%) across-the-board increase on his/her July 31, 2005 base rate of pay effective August 1, 2005 upon ratification of this Agreement by the Board of Trustees. Salary increases for eligible part-time employees shall be prorated accordingly. Eligible employees are those who are, at a minimum, meeting their required performance standards.

7.2 Employees whose salaries are funded from a contract, grant, auxiliary, or local fund shall receive salary increases equivalent to employees whose salaries are funded from E&G sources, provided that such salary increase funds are available within the contract, grant, auxiliary, or local fund. In the event such salary increases are not permitted by the terms of the contract or grant, or in the event adequate funds are not available, the President or his designee shall seek to have the contract or grant modified to permit such increases.

7.3 The parties agree to establish a workgroup for the purpose of developing a merit pay proposal for next year and thereafter. The workgroup will also study the compensation level of those bargaining unit employees who earn less than \$10.00 per hour. The workgroup will include four (4) employees in the bargaining unit.

7.4 Certification Programs.

A. Each employee who successfully completes a University sanctioned certification program associated with the employee's job duties and responsibilities shall receive a five (5) percent increase in his/her base rate of pay. The increase shall be effective on the date the University receives notice that the employee successfully completed the certification program.

B. Each employee who successfully completed a certification program during the 2004-05 fiscal year shall be provided a five (5) percent increase in his/her base rate of pay retroactive to the date the University received notice that the employee successfully completed the certification program.

C. A list of the approved certification programs shall annually be provided to the President of Council 79 and the local AFSCME President.

**ARTICLE 9
BENEFITS**

9.1 Current Employees.

A. State Employee Health Insurance Program. The University and AFSCME support legislation to provide adequate and affordable health care insurance to all employees.

B. Employee Assistance Programs. The following guidelines are applicable to the University's Employee Assistance Programs (EAP).

1. When an employee's EAP participation is designed in conjunction with the employer to improve job performance, then some limited time for participation, as described in University policy, shall be counted as time worked.

2. In requesting and being granted leave to participate in a University EAP, an employee, for the purpose of maintaining confidentiality, need reveal to their supervisor only the fact of such EAP participation.

3. Neither the fact of an employee's participation in an EAP, nor information generated by participation in the program, shall be used as a reason for discipline under Article 22, or as evidence of a performance deficiency within the evaluation process referenced in Article 20, except for information relating to an employee's failure to participate in the EAP consistent with the terms to which the employee and the University have agreed.

C. Parking. Each employee hired on or before July 31, 2005 shall annually be provided a \$69 transportation stipend effective August 1, 2005, to be paid by September 15, 2005.