

USF Board of Trustees  
Tuesday, September 29, 2020















































A Graduate assistant shall be eligible for six (6) weeks of unpaid leave from their usual employment responsibilities during any 12-month period for any of the following reasons:

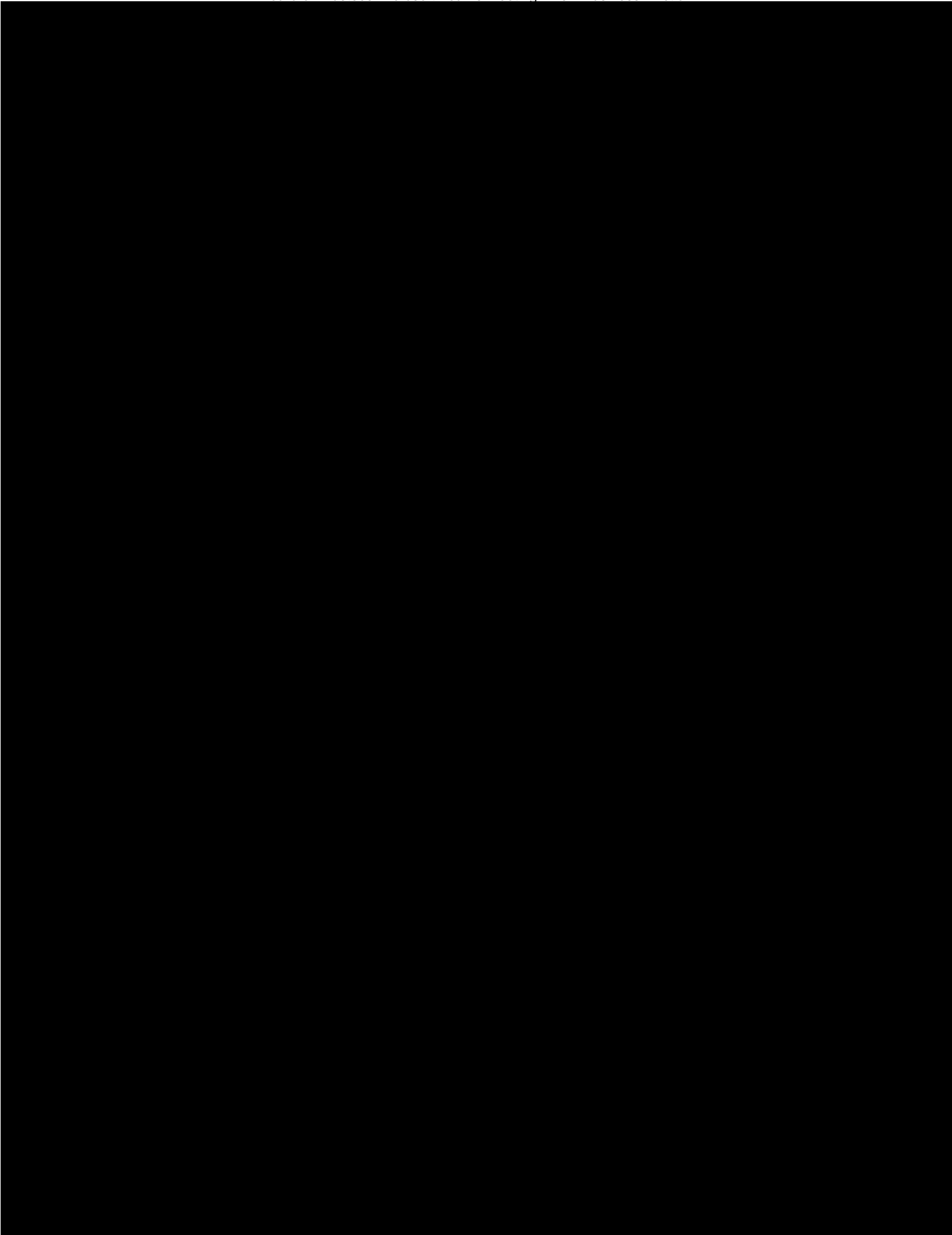
(1) The birth of a child or in the case of a child, the placement of a child with a graduate assistant or adoption of a foster

care;  
(3) To provide the care for a serious health condition of a spouse, domestic partner, minor, father, mother, sister, or next legal dependent, or a relative living in the graduate assistant's household;

(4) A serious health condition of the graduate assistant which makes it difficult to perform his or her essential job duties.

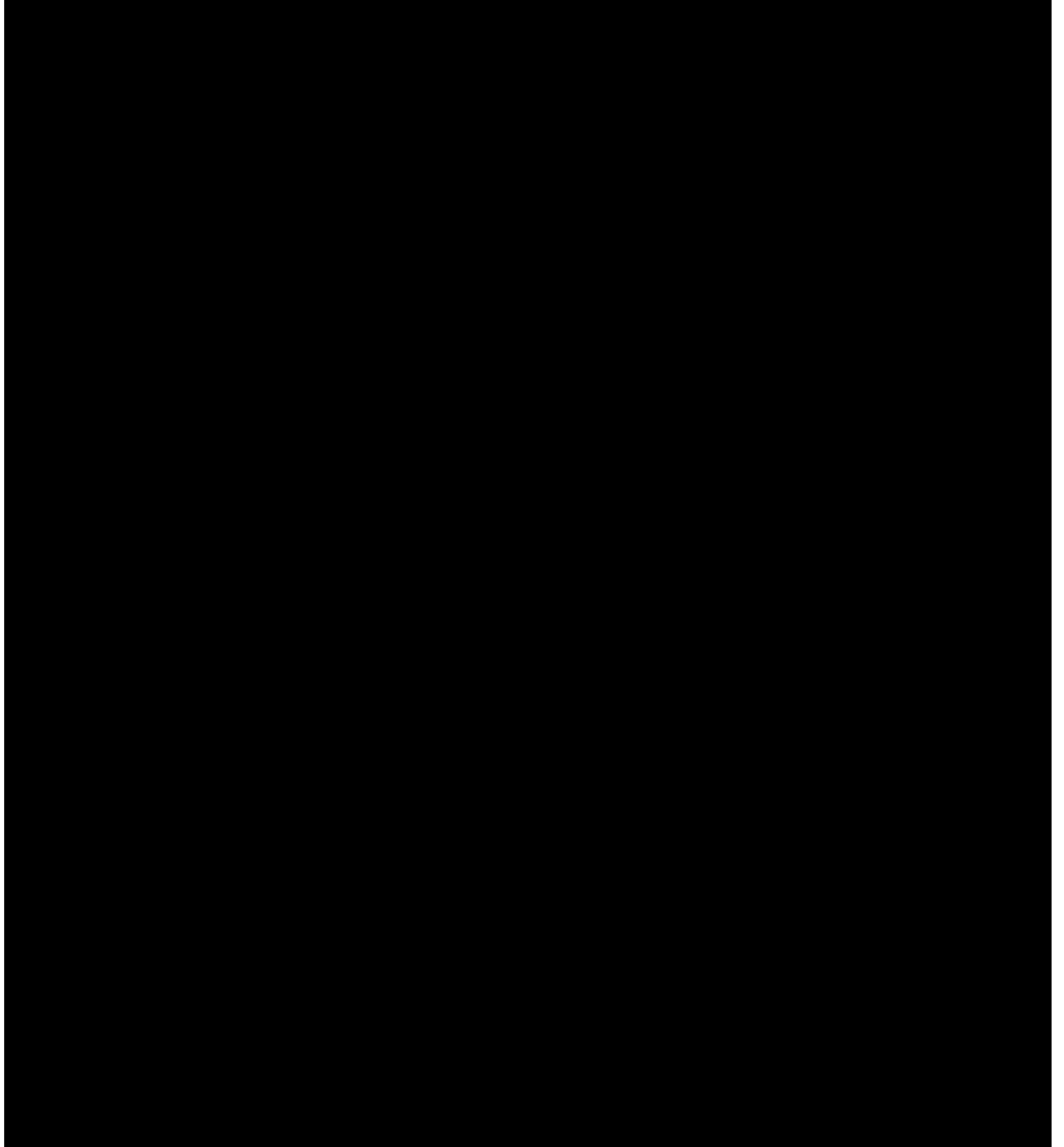
A Graduate assistant shall provide his or her written notice to the University in the case of a serious health condition of the University's employee, request medical verification from a health-care provider. The University may also request medical verification from a health-care provider of the University's choice and of the University's expense.





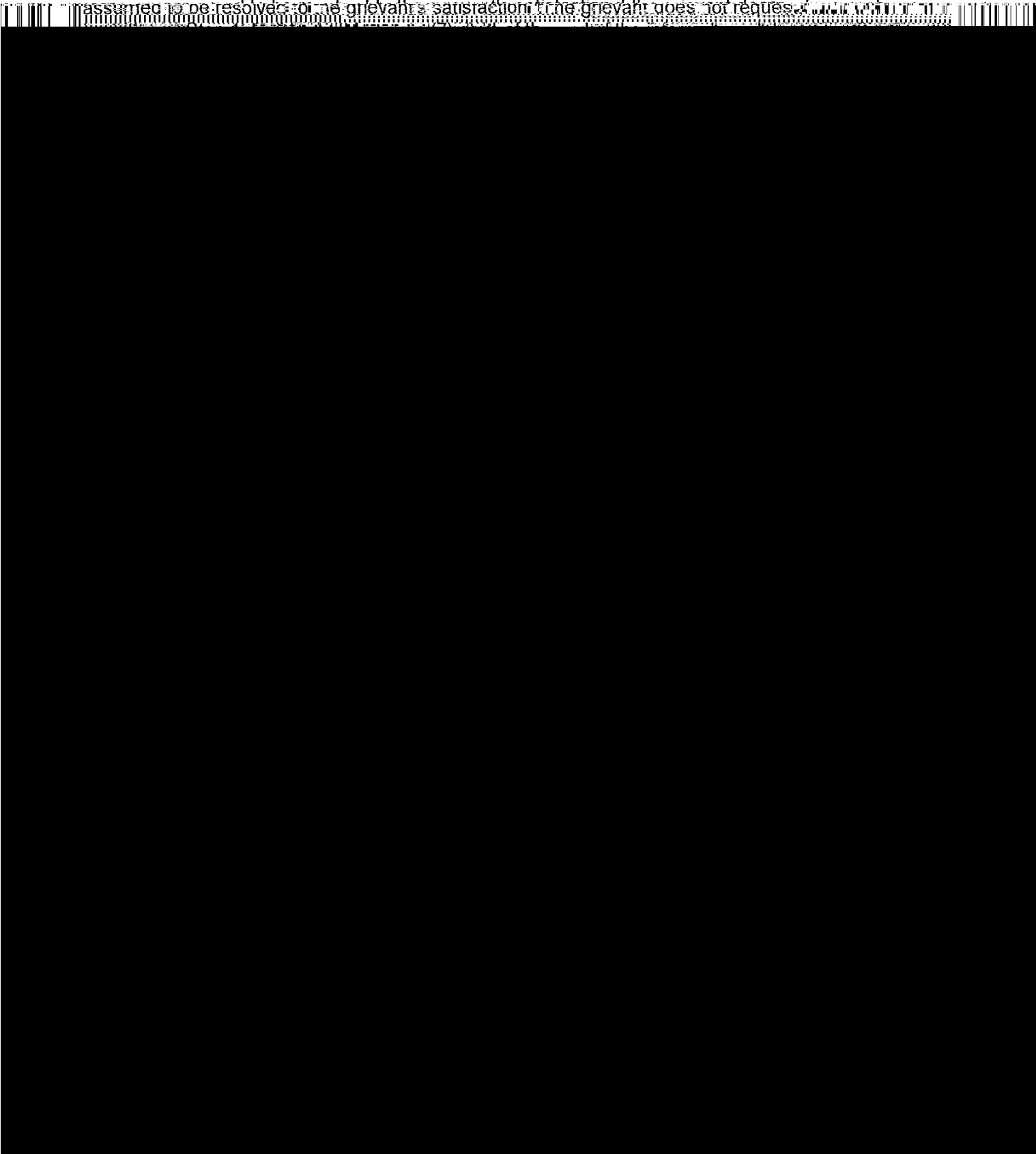


11.5 Grievance Representatives. THE USE OF shall furnish annually to the University a list of persons authorized to act as grievance representatives no later than August 31 of each year. The list shall include the name, title, and contact information of each person. The list shall be available to all employees of the University.



resolution process shall last thirty (30) days and may be extended by mutual consent of both parties. Following the initial period of informal resolution, the grievance will be

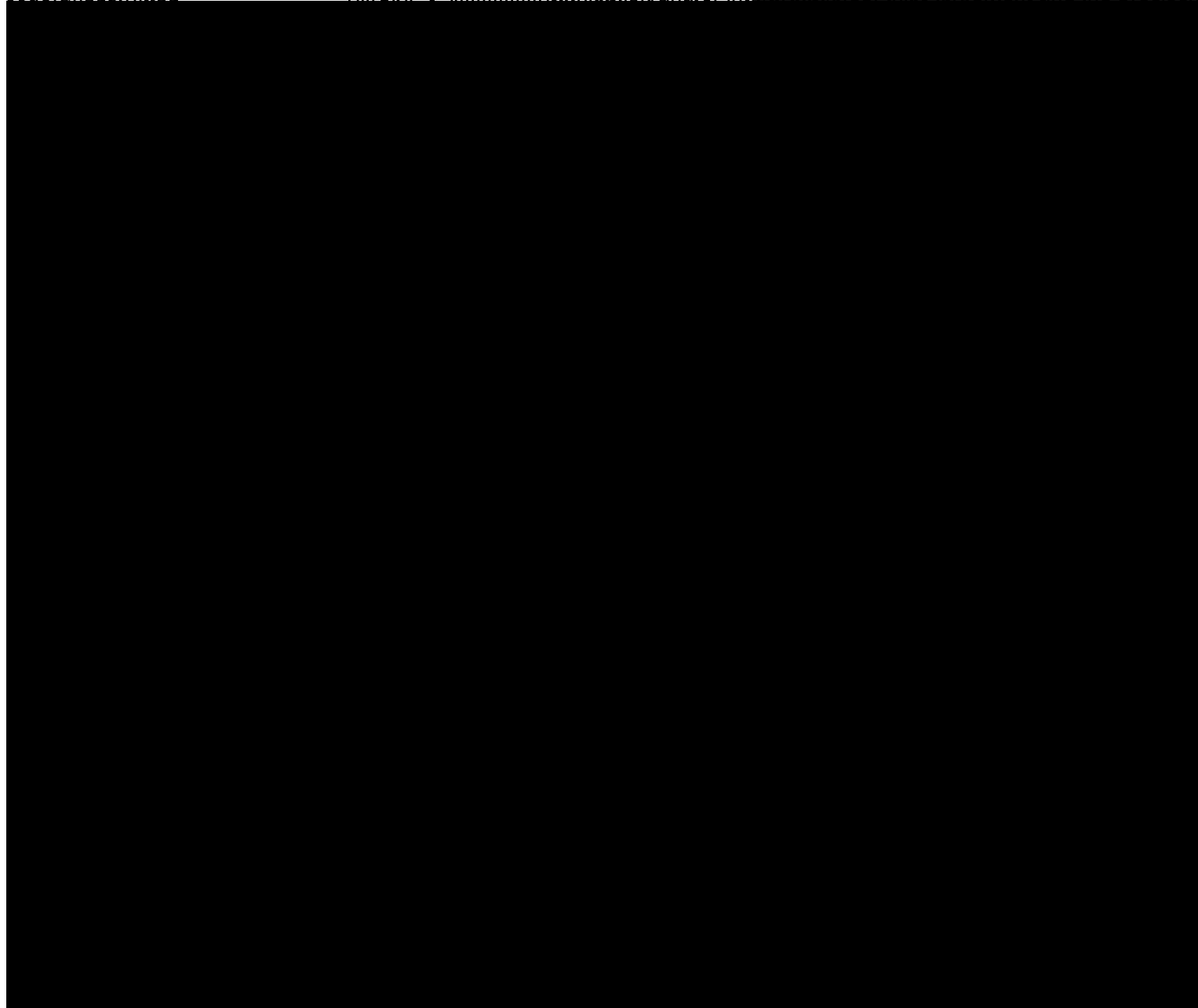
assumed to be resolved if the grievant's satisfaction of the grievance does not request a formal grievance process.



Arbitration representatives of the University and UFF-USE-GAU shall meet for the purpose of selecting an Arbitration Panel. Selection shall be by mutual agreement or, if unable to agree, 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. If the University and UFF-USE-GAU are unable to agree on a panel of arbitrators, they shall follow the normal American Arbitration Association procedure for the selection of an arbitrator. The University and the UFF-USE-GAU may mutually select as the arbitrator an individual who is not a 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.

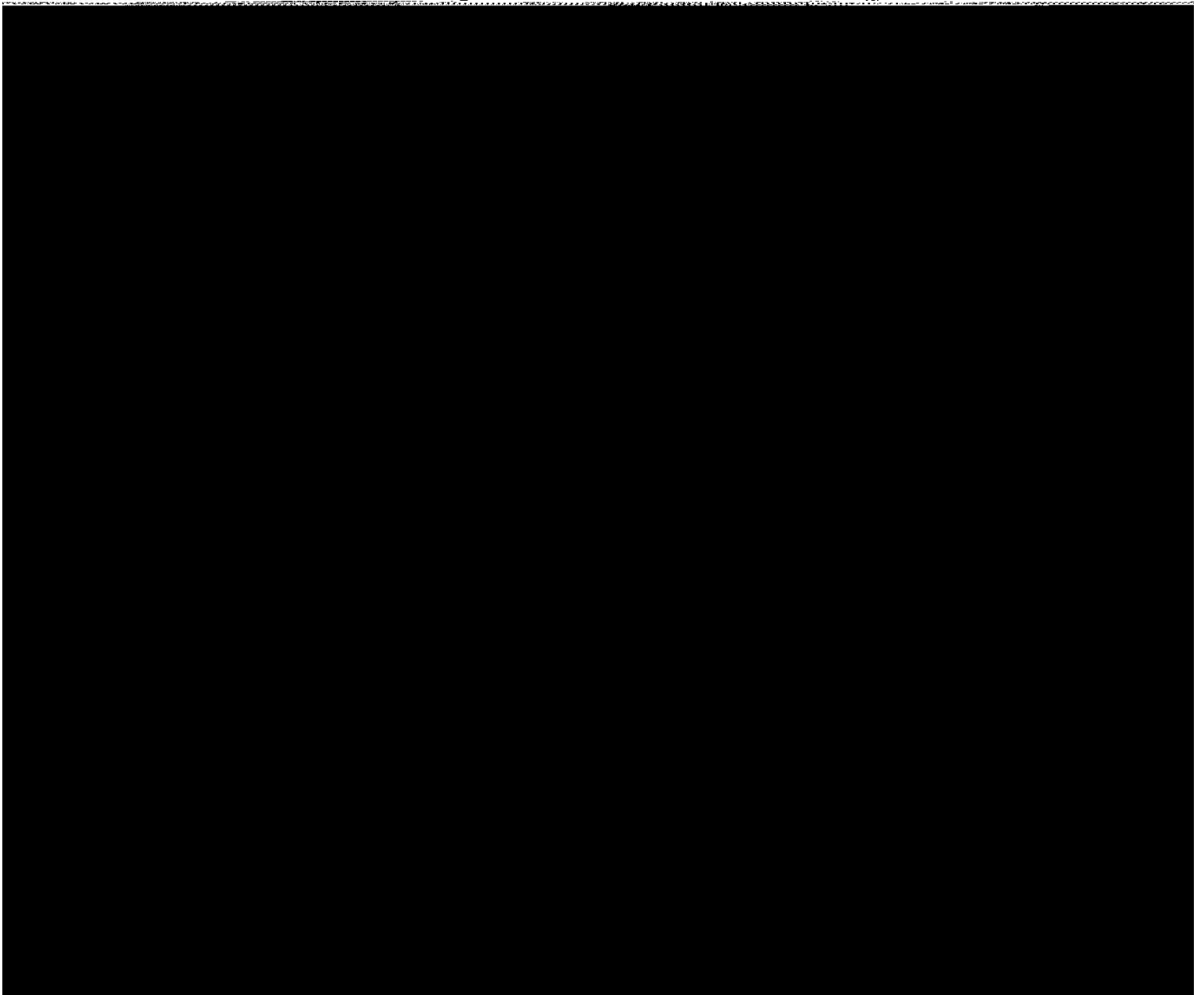
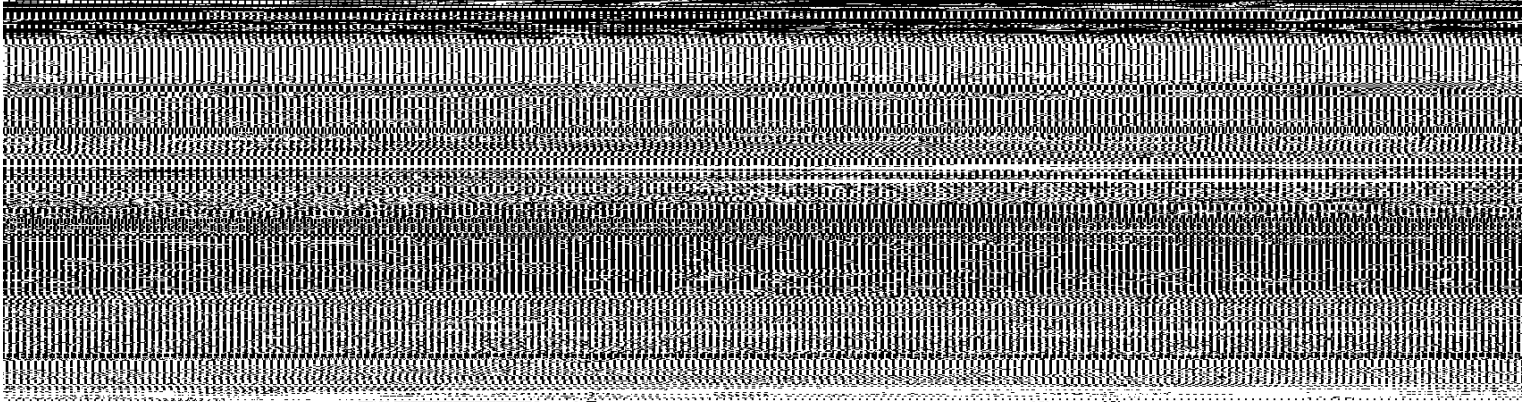
The arbitrator shall neither add to or subtract from, modify, nor apply the provisions of this Agreement. The arbitrator's decision shall be confined to the application and/or interpretation of this Agreement and the precise issues submitted.



16 Conduct of Hearing:

the hearing in Tampa, Florida, unless otherwise agreed by \_\_\_\_\_

A. The arbitrator shall hold

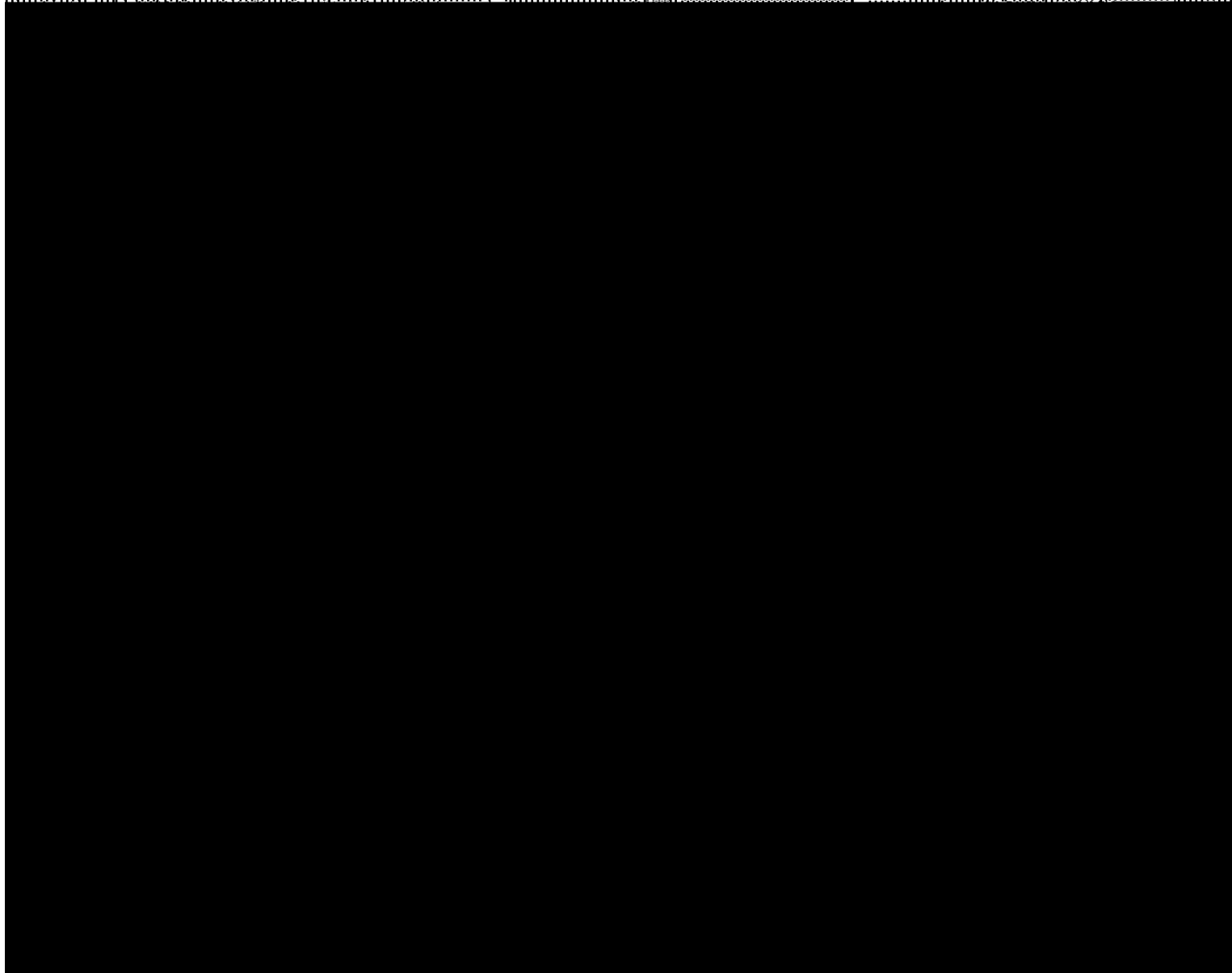


determinative. In the event that any action falls due on a day when the University is closed for normal business, the action will be considered timely if it is accomplished by 5:00 p.m. on the following business day.

11.21 Precedent. No decision of informal resolution or grievance received in this arbitration, or any other award, shall constitute a precedent for any other case.

11.22 Retroactivity. An arbitrator shall award retroactivity in each case on demand that is in accordance with this Article or the date on which the act or omission occurred, whichever is later.

11.23 Processing Time. In the event of a pending grievance, the arbitrator 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 limits.





department in which employees work. The University shall notify the UFF- USF-GAU of the

boards may not be used for election campaigns, for public office, or for exclusive representation campaigns. A copy of Union-related postings will be provided to the Graduate Dean simultaneous to the time of posting.

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14.3 Office Space: The University will provide an office to UFF-USF-GAU.

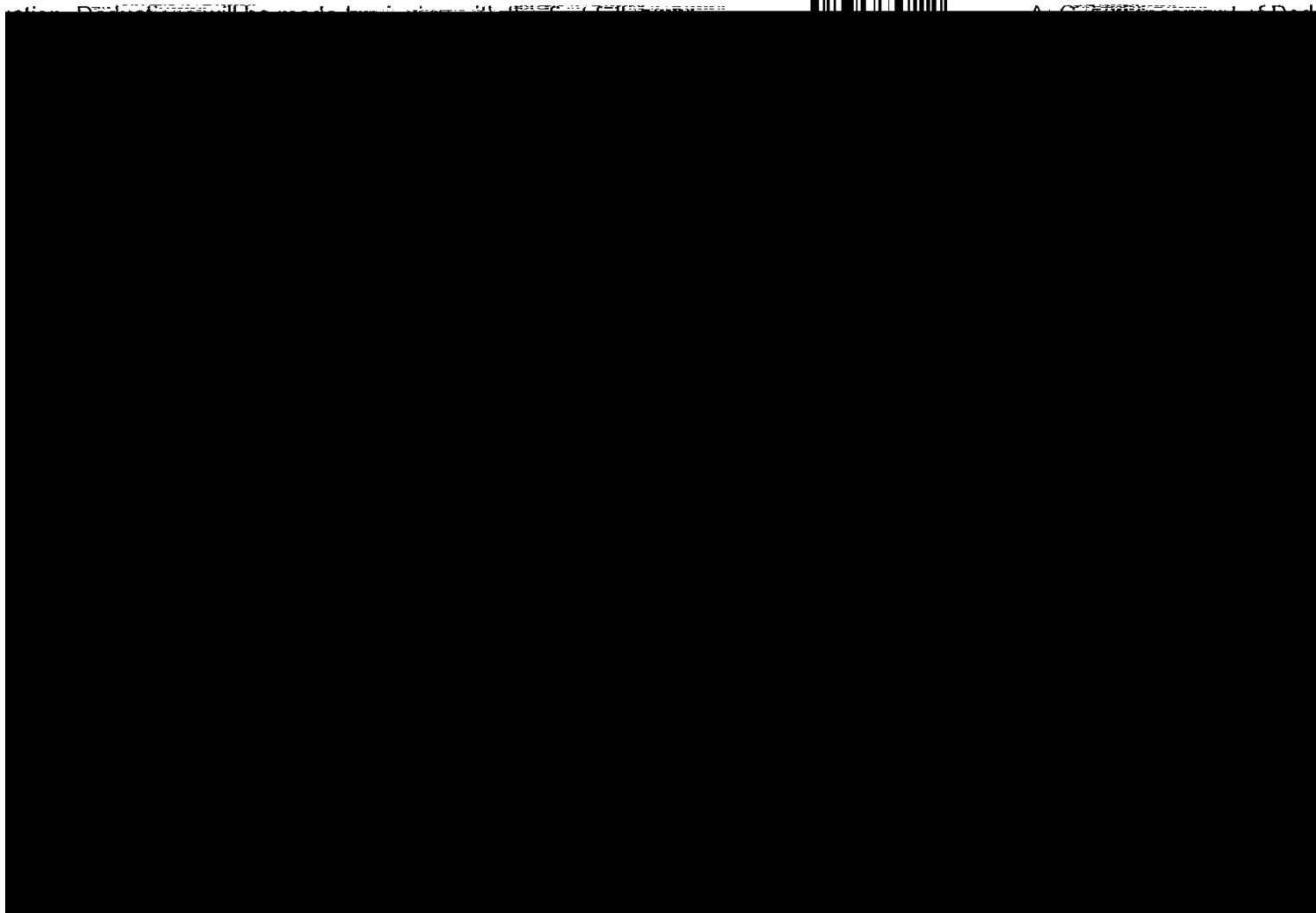
Article 15

Union Deductions

Statutes of the UFF-USF-GAU membership dues and uniform assessments

15.1 Deductions: Pursuant to the provisions of Section 447.303, Florida Statutes, the University and UFF-USF-GAU hereby agree to the deduction and remittance of UFF-USF-GAU membership dues and uniform assessments.

15.2 Procedure: During the term of this Agreement, the University agrees to deduct UFF-USF-GAU membership dues and uniform assessments or any amount established by UFF-USF-GAU from the net pay of all UFF-USF-GAU employees and certify in writing by the University to the UFF-USF-GAU on a written dues deduction authorization form as provided herein as follows:



15.4 Exemptions. The University will not deduct any UFE-USE-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-USE-GAU voluntary economic services programs. It is understood that all such programs and deductions will meet requirements of State and Board rules and regulations.

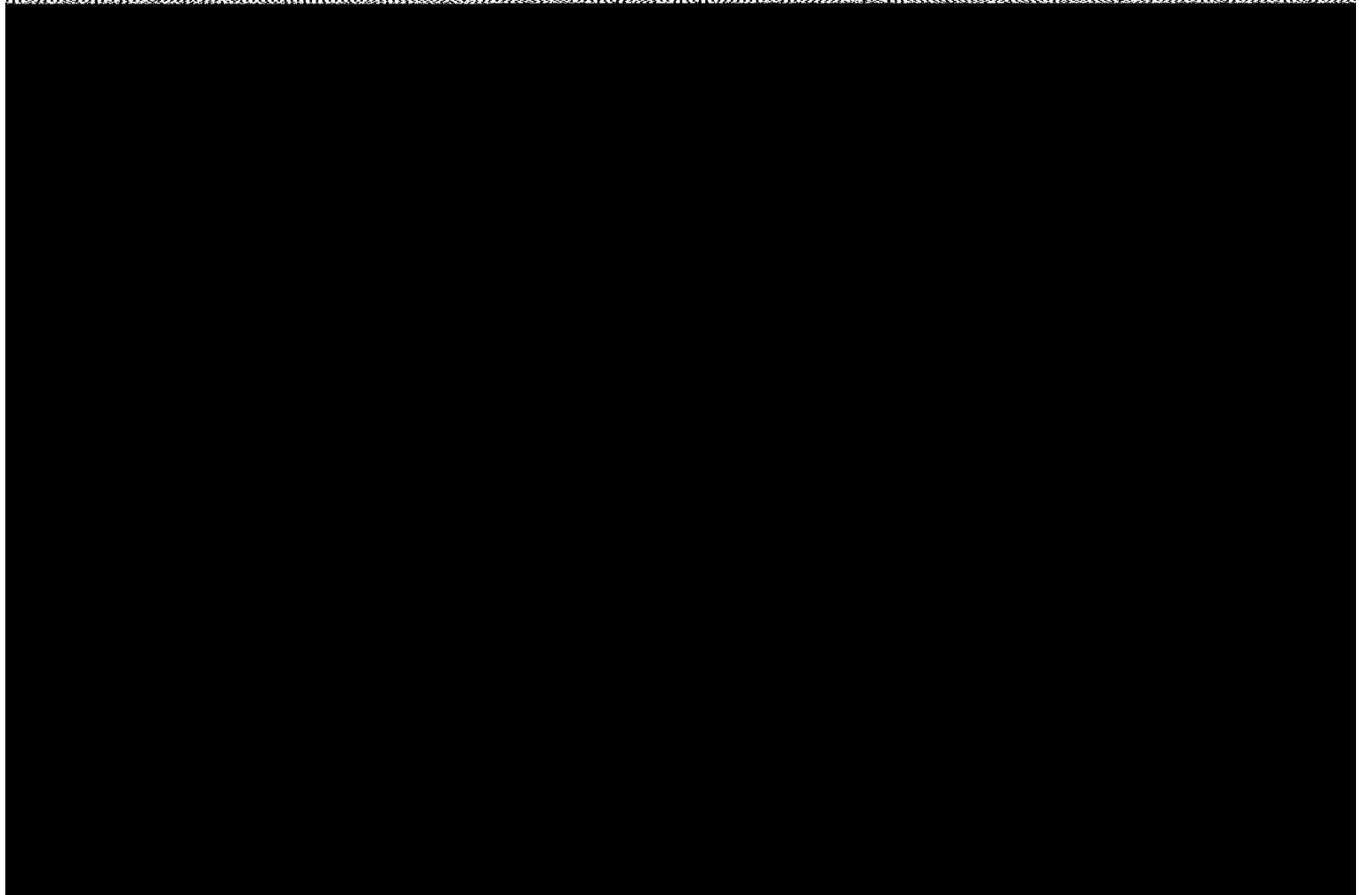
Article 17

Miscellaneous Provisions

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

17.2 Effect of Passage of Law. Any provision of this Agreement which is contrary to law, but which becomes legal during the term of this Agreement, shall take immediate effect upon the enactment of such legislation.

17.3 Venue. The basis of venue in any judicial review of an arbitrator's decision shall be the location of the University.





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

At all times, the University shall provide all data requested in the following reports, with no specific student identifiers:

a. 2.6 Semester Report to include the following information:

(i) Class title/code

Oral Master's

Academic level

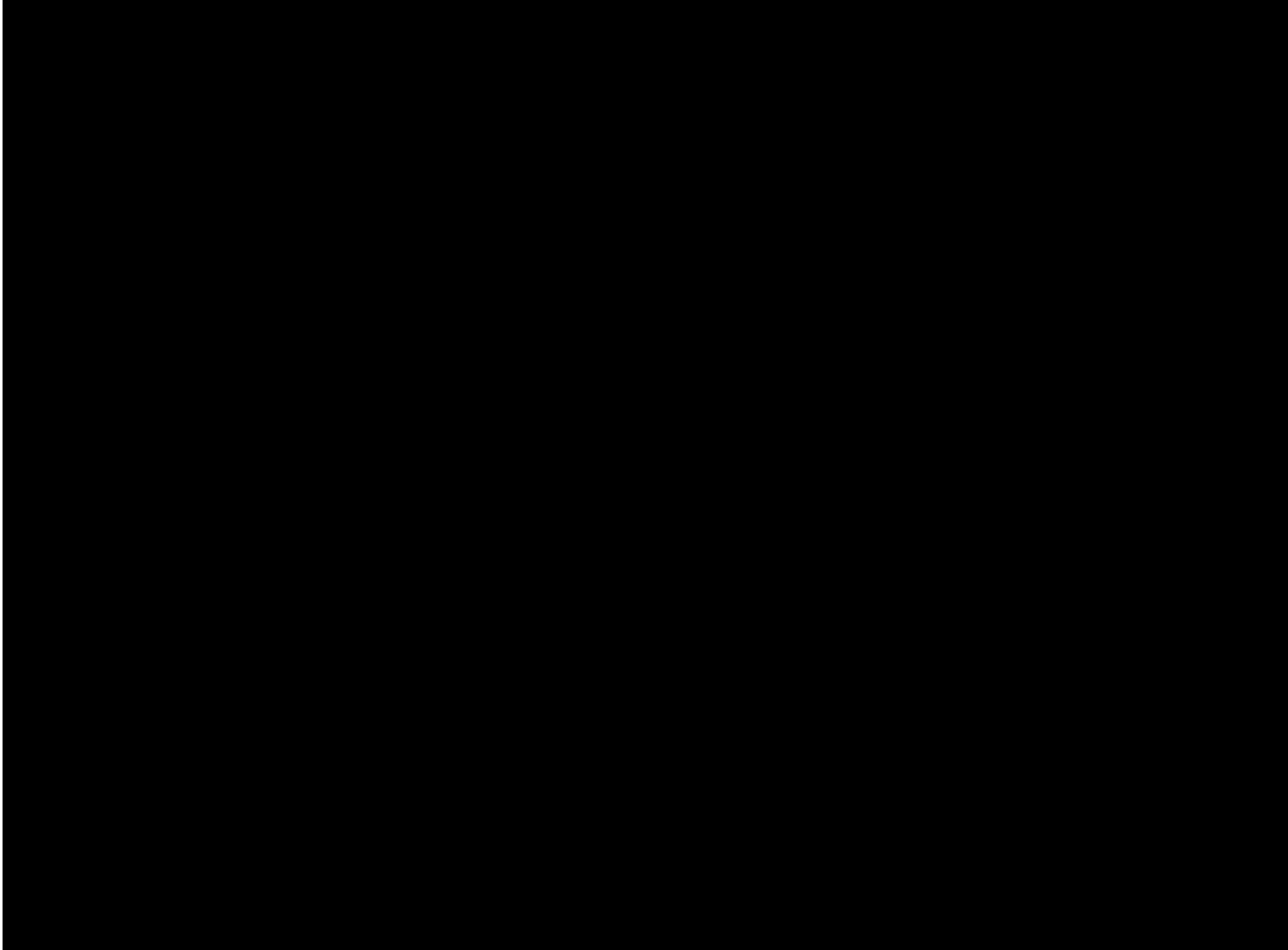
(v) Rate of pay

Program report

b. Matriculation, tuition, and fee payment

c. GA health insurance participant report

(3) All reports shall be provided in an electronic, delimited format, such as Excel, where



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

home addresses during normal work hours. If an employee's home address is unavailable, the

