



Florida Agricultural and Mechanical University
Board of Trustees
ACTION ITEM

Governance Committee

Date: December , 2017

Agenda Item: United Faculty of Florida Graduate Assistants United (UFF-GAU)
Collective Bargaining Agreement

Item Origination and Authorization				
Policy _____	Award of Bid _____	Budget Amendment _____	Change Order _____	
Resolution _____	Contract _____	Grant _____	Other _____	XX _____

Action of Board				
Approved _____	Approved w/ Conditions _____	Disapproved _____	Continued _____	Withdrawn _____

Subject: Ratification of Collective Bargaining Agreement between FAMU Board of Trustees and the United Faculty of Florida Graduate Assistants United

Rationale: The Florida Agricultural and Mechanical University Board of Trustees and the United Faculty of Florida Graduate Assistants United at Florida Agricultural and Mechanical University have reached a tentative agreement which has concluded the impasse. The tentative agreement includes in part:

1. The Parties' Collective Bargaining Agreement will have an effective date of July 1, 2017, with a three (3) year duration, expiring on June 30, 2020.
2. The Parties' 2012-2015 Collective Bargaining Agreement (and any subsequently ratified MOA/MOU) is hereby extended from July 1, 2017 to June 30, 2020.
3. All Graduate Assistants employed on the date of ratification will receive a payment of a \$250.00 one-time bonus upon ratification.
4. The University will pay One Hundred Percent (100%) of the individual premium of the Graduate Assistant annual health insurance with the insurance premium amount capped at \$2035.00 per Graduate Assistant annually.
5. The minimum hourly rate for all Graduate Assistants will be \$12.89.
6. The minimum stipend rate shall be \$10,054.20 for a .50 Full Time Equivalent (FTE), 9-month appointment.

Recommendation: We respectfully request ratification of the Collective Bargaining Agreement.

TENTATIVE AGREEMENT

The Florida Agricultural and Mechanical University Board of Trustees (the "University" or "FAMU") and the United Faculty of Florida Graduate Assistants United ("UFF-GAU"), are hereinafter collectively referred to as the "Parties."

WHEREAS, on December 11th 2017 the UFF-GAU and the University hereby reach this Tentative Agreement ("Agreement") to resolve the bargaining impasse Case No. SM-2017-014 and agree as follows:

1. All provisions of the Parties' Collective Bargaining Agreement (2012-2015 and any subsequently ratified MOA/MOU) not addressed in this Agreement will remain status quo. The Parties' 2012-2015 Collective Bargaining Agreement (and any subsequently ratified MOA/MOU) is hereby extended from July 1, 2017 to June 30, 2020.

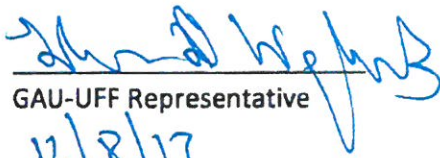
2. In addition to the foregoing, the Parties have agreed to the following amendments/changes to the 2012-2015 Collective Bargaining Agreement:

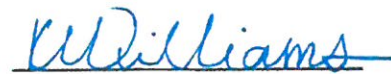
- a. All Graduate Assistants employed on the date of ratification will receive a payment of a \$250.00 one-time bonus upon ratification.
- b. Article 18.6 (a) is amended as follows: The University will pay One Hundred Percent (100%) of the individual premium of the Graduate Assistant annual health insurance with the insurance premium amount capped at \$2035.00 per Graduate Assistant annually. The Parties agree to commence bargaining over the University's contribution towards health insurance for Graduate Assistants in the event that annual premiums are expected to exceed \$2035. The University will


notify the UFF-GAU of the amount of any rate increase when it is notified by the carrier.


- c. The minimum hourly rate for all Graduate Assistants will be \$12.89.
- d. The minimum stipend rate shall be \$10,054.20 for a .50 Full Time Equivalent (FTE), 9-month appointment. (This amount is based upon the following calculation: 39 weeks X 20 hours X 12.89 per hour = \$10,054.20).
- e. The Parties' Collective Bargaining Agreement will have an effective date of July 1, 2017 with a three (3) year duration, expiring on June 30, 2020.
- f. The Parties agree to re-open Article 23 for negotiations for fiscal years 2018-2019 and 2019-2020.
- g. Article 21 "Amendment and Duration" Section (a) is hereby amended to allow for each party to open one (1) additional Article (in addition to Article 18.6(a) as outlined in paragraph 2,b., above and Article 23) in fiscal years 2018-2019 and 2019-2020 in accordance with Article 21.

IN WITNESS THEREOF, the parties have set their signatures on the date last written below.


GAU-UFF Representative
12/8/17
Date


GAU-UFF Representative
12/8/17
Date


FAMU Representative
12/11/17
Date


FAMU Representative
12/11/17
Date