

Date: November 21, 2008

To: UCF BOT Bargaining Team

From: UFF-UCF Bargaining Team

Re: Closure Package

The following package is offered as a comprehensive set of conditions that are acceptable, in whole, to UFF for closure on the 2007-2010 Collective Bargaining Agreement. UFF has intentionally not provided counterproposals to articles to avoid creating any misconception that what follows represents our current position on the individual articles.

All changes indicated are from current contract language (i.e., most recently ratified version of the article.)

#### Article 8

1. Accept mutually agreed changes in 8.3.
2. 8.4(a), add “Effective August 8, 2009, if a calendar year appointment includes a temporary salary adjustment (stipend), the employment agreement shall specify what part if any of the stipend shall be included in salary calculations when converting from a calendar year to an academic year appointment and, in the absence of such a statement in the employment agreement, all stipends shall be retained when converting an employee’s salary from a calendar year to an academic year appointment or vice versa.”
3. 8.4(c), change to “Overload Appointments. Overload compensation is defined as compensation for any duties in excess of a full appointment (1.0 FTE). Available overload compensation appointments within the University shall be offered equitably and as appropriate to qualified employees in sufficient time to allow voluntary acceptance or rejection. An employee’s compensation for teaching in a degree program that is planned in advance to be offered on an overload basis shall be eleven percent (11%) of the employee’s 9-month salary for each three-hour course and shall be prorated for courses of more or less than three credit hours.”
4. 8.4(e), change “Fixed Renewable Appointments” to “Multiyear Renewable Appointments” to reflect a change agreed to in Article 12.

#### Article 10 – status quo (no changes)

#### Article 16 – status quo (no changes)

#### Article 21

1. 21.2, add “air conditioning/heating” to the list of desired office space characteristics. Following that sentence, insert “Whenever an employee reports a

condition which the employee feels falls short of the preceding desired office space characteristics, such concerns shall be promptly investigated. The appropriate administrator shall reply to the concern in writing within fourteen (14) days, if the employee's concern is communicated in writing.”

2. add 21.8 (moved from article 28 and amended) “Copies of the Agreement. Within sixty (60) days of ratification, the University shall provide the UFF with 500 copies of the ratified Agreement and shall provide a copy to each employee. Thereafter, the University shall provide a copy to each new employee on or before the first date of employment. In addition, the University shall provide an electronic copy of the ratified Agreement and all Supplements to the UFF.”

### Article 23

1. UFF’s last proposal, amended to set ADI at 1.25% of the E&G funded salary base. This proposal includes the 2007 \$1,000 legislative bonus, the 2008 \$1,000 UCF bonus (in MOU but made a permanent part of salary at year end), 2.0% merit pool (1.0% in MOU), full set of TIP/RIA/SoTL/Pegasus/Trustee Chair/Excellence Awards, 1.25% ADI (raised from 0.25%).)
2. UFF is willing to offer identical salary terms for 2009-2010 to create a 2007-2010 agreement that will not require any further negotiation.

### Article 30

1. modify 30.1(a) to August 31, 2010.
2. modify 30.1(b) to “Renegotiations for the agreement term September 1, 2009, through August 31, 2010 shall begin no later than June 1, 2009, and shall include Article 23.” (unless BOT agrees to item #2 under Article 23, in which case delete 30.1(b)).
3. delete 30.1(c).
4. modify 30.1(d) to January 1, 2010.

### Article 32

1. Add definitions, as needed.