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**ARTICLE 24**  
***BENEFITS***

5 **24.1 Benefits Improvements.** The University and UFF support legislation to provide adequate and  
6 affordable health insurance to all employees.

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8 **24.2 Part-Time Employees.** Part-time employees, except those in positions funded from Other Personal  
9 Services (OPS) funds, are entitled to employer-funded benefits under the provisions of State law and the  
10 rules of the Department of Management Services. Part-time employees should contact the Human Resources  
11 office to determine the nature and extent of the benefits for which they are eligible.

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13 **24.3 Retirement Credit.** Retirement credit for employees who are authorized to take uncompensated or  
14 partially compensated leaves of absence shall be granted in accordance with State law and the rules of the  
15 Division of Retirement as they may exist at the time leave is granted. The current Florida Retirement System  
16 rules also require that to receive full retirement credit, the employee on uncompensated or partially  
17 compensated leave must make payment of the retirement contribution that would otherwise be made by the  
18 university, plus interest, if applicable. Employees who are to take such a leave of absence should contact the  
19 personnel office at their university for complete information prior to taking the leave.

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21 **24.4 Benefits for Retirees.**

22 (a) Employees who retire from the University shall be eligible, upon request, and on the same  
23 basis as employees, subject to University policies, to receive the following benefits at the University from  
24 which they retired.

- 25 (1) Retiree identification card;  
26 (2) Use of the University library (i.e., public rooms, lending and research service);  
27 (3) Listing in the University directory;  
28 (4) Placement on designated University mailing lists;  
29 (5) A University parking decal;  
30 (6) Use of University recreational facilities (retirees may be charged fees different from  
31 those charged to other employees for the use of such facilities);  
32 (7) The ability to enroll in courses at the University without payment of fees, on a space  
33 available basis, subject to the provisions of Florida Statutes;  
34 (8) A mailbox in the department/unit from which they retired, subject to space  
35 availability; and  
36 (9) University e-mail address.

37 (b) In accordance with University policy, and on a space available basis, the University is  
38 encouraged to grant a retiree's request for office or laboratory space.

39 (c) With the exception of retirees who participated in the Optional Retirement Program and for  
40 whom provisions have been made, as stipulated in Section 24.5(a)(5) of this Agreement, retirees of any  
41 State-administered retirement system are entitled to health insurance subsidy payments in accordance with  
42 Section 112.363, Florida Statutes.

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44 **24.5 Optional Retirement Program.**

45 (a) An Optional Retirement Program is provided for employees who are employed for no less  
46 than one academic year including the following provisions:

- 47 (1) Faculty and A&P employees who are in the collective bargaining unit and otherwise  
48 eligible for membership in the Florida Retirement System.  
49 (2) Any employee whose Optional Retirement Program eligibility results from initial  
50 employment will be enrolled as a member of the Optional Retirement Program. If the employee does not  
51 execute an annuity contract with an Optional Retirement Program approved provider and notify the Division

52 of Retirement in writing within 90 days, the employee will be enrolled as a member of the Florida  
53 Retirement System.

54 (3) No accrued service credit or vested retirement benefits will be lost if an employee  
55 participates in the Optional Retirement Program;

56 (4) Benefits under the Optional Retirement Program shall be fully and immediately vested  
57 in the participating employees;

58 (5) The employer shall contribute to the Optional Retirement Program, on behalf of each  
59 employee participating in the program, an amount equal to the normal cost portion of the employer's  
60 contribution to the Florida Retirement System, as well as an amount equal to the employer's contribution to  
61 the Retiree Health Insurance Subsidy program on behalf of non-Optional Retirement participants (see  
62 Section 121.35, Florida Statutes), less a reasonable and necessary amount, as determined by the Legislature,  
63 which shall be provided to the Division of Retirement for administering the program; and

64 (6) A participating employee may contribute to the Optional Retirement Program, by  
65 salary reduction or deduction, a percentage amount of the employee's gross compensation not to exceed the  
66 percentage amount contributed by the employer to the Optional Retirement Program, but in no case may  
67 such contribution exceed federal limitations.

68 (b) The parties agree to inform eligible employees regarding the existence and impact of the  
69 Optional Retirement Program upon their retirement benefits.

70 (c) If the UFF is concerned with the performance of any aspect of the Optional Retirement  
71 Program, whether administered by the University or another State agency, the UFF has a right to consult  
72 with the president or president's representative regarding such concern. As a result of such consultation, the  
73 parties may agree to an approach to address the concern if it lies outside the University's statutory authority.

74 (d) The parties agree that the Optional Retirement Program and the Florida Retirement System  
75 are governed by Florida Statutes and regulations of the responsible division of state government. The parties  
76 agree to be bound by any changes in those statutes and regulations, regardless of whether such changes  
77 increase or decrease benefits to employees.

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79 **24.6 Phased Retirement Program.** Employees currently enrolled in this program shall be permitted to  
80 remain enrolled until their five year participation term expires. No employees shall be permitted to enroll  
81 after January 1, 2016 until January 1, 2017.

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83 **24.7 Free University Courses for Employees.** Full-time employees, including employees on sabbaticals  
84 or on professional development or grants-in-aid leave, may enroll for up to six (6) credit hours of instruction  
85 per term (Fall, Spring, or Summer) without payment of tuition and fees on a space-available basis. See UCF  
86 Regulation 3.0031 Employee Tuition Free Course Enrollment.

87 (a) Tuition waiver transfer program. The University is committed to expanding the tuition waiver  
88 program by the fall semester in 2016 to allow employees to assign some or all of their unused portion of their  
89 six credit hours to family members (defined as spouses and dependent children under the age of 26.  
90 University employees (and their eligible family members) shall be allowed to register 2 hours ahead of all  
91 other state employees.

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93 **24.8 Employee Assistance Programs.** The University is encouraged to expand its existing Employee  
94 Assistance Program (EAP) to include assessment, referral, follow-up consultation, short-term counseling,  
95 and other services for employees with personal, family, job stress, or substance abuse problems. Any policies  
96 created or revised by the University in the development or operation of its EAP shall be discussed in  
97 consultation with the local UFF Chapter.

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99 **24.9 Pre-tax Benefits Program.** The University shall continue to provide a pre-tax benefits program for  
100 employees which includes the opportunity to: (1) pay for their University insurance premiums on a pre-tax  
101 basis and, (2) utilize flexible spending accounts for medical and dependent care expenses.

103 **24.10 Same-Sex Domestic Partner Health Care Stipend Policy.** Due to changes in law, this program has  
104 been discontinued. Employees enrolled in the program as of January 1, 2015, were given the one-year notice  
105 required.