

ARTICLE 24

BENEFITS

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4 **24.1 Health Benefits Improvements.** The University and UFF support legislation to provide
5 adequate and affordable health, dental, and vision insurance to all employees, their spouses, and
6 dependents. The university shall offer adequate and affordable life insurance, and supplemental
7 insurance for accident, cancer, short and long-term disability, hospitalization, and hospital
8 intensive care.

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10 **24.2 Part-Time Employees Insurance Eligibility.** All full-time and part-time employees are
11 eligible to participate in the State Group Insurance Program as defined in s.110.123(2)(c) and (f),
12 Florida Statutes. Part-time employees, except those in positions funded from Other Personal
13 Services (OPS) funds, are entitled to employer-funded benefits under the provisions of State law
14 and the rules of the Department of Management Services. Part-time employees should contact
15 the Human Resources office to determine the nature and extent of ~~the~~ benefits for which they are
16 eligible.

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

26 27 **24.4 Benefits for Retirees.**

28 (a) Employees who are retired from the University shall be eligible, upon request,
29 and on the same basis as employees, subject to University policies, to receive the following
30 benefits at the University.

- 31 (1) Retiree identification card;
32 (2) Use of the University library (i.e., public rooms, lending and research
33 service);
34 (3) Listing in the University directory;
35 (4) Placement on designated University mailing lists;
36 (5) A free University parking decal for use by the retiree;
37 (6) Use of University recreational facilities; Retirees are able to purchase a
38 membership in the Recreation and Wellness Center. The monthly promotional fee for new retired
39 members is \$25 for the first four months, and \$45 per month thereafter. The semester fee is \$120.
40 Retirees with unlimited memberships can enter anytime the RWC is open. Taxes are included in
41 the above rates.
42 (7) The ability to enroll in courses at the University without payment of fees,
43 on a space available basis, subject to the provisions of Florida Statutes;
44 (8) A mailbox in the department/unit from which they retired, subject to space
45 availability; and

46 (9) University sponsored e-mail address. The University shall forward e-mails
47 from the employee e-mail account (name@ucf.edu) to the retiree's e-mail account for 12 months.

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

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

54 55 **24.5 Optional Retirement Program.**

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

58 (1) Faculty and A&P who are in the collective bargaining unit and otherwise
59 eligible for membership in the Florida Retirement System.

60 (2) Any employee whose Optional Retirement Program eligibility results from
61 initial employment will be enrolled as a member of the Optional Retirement Program. If the
62 employee does not execute an annuity contract with an Optional Retirement Program approved
63 provider and notify the Division of Retirement in writing within 90 days, the employee will be
64 enrolled as a member of the Florida Retirement System.

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

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

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

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

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

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

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

91 change in statutes or regulations decreases benefits to employees, the parties shall enter into
92 immediate negotiations to address the impact of the change.

93
94 **24.6 Phased Retirement Program.** The UCF Phased Retirement Program (PRP) allows
95 eligible employees to transition to retirement while their department or unit benefits from their
96 effort and experience. The PRP is voluntary and provides reduced duties for one to five years at
97 commensurate compensation. Eligible employees may elect annually to participate in the PRP.

98 (a) Eligibility.

99 (1) Employees who have accrued at least six years of creditable service, prior
100 to 2011, or eight years after 2011, in the Florida or Teachers Retirement System (FRS, TRS) or
101 Optional Retirement Program (ORP), except those who have received notice of non-
102 reappointment, layoff, or termination, and those who participate in the State's Deferred
103 Retirement Option Program (DROP). ~~Such eligibility shall expire on the employee's 67th~~
104 ~~birthday.~~

105 (2) Employees who choose to participate must submit written notice of intent
106 to retire not later than 180 days, nor less than ninety days, after they submit such written notice,
107 except that when the end of this 180-day period falls within a semester, the period may be
108 extended to no later than the beginning of the subsequent term (semester or summer, as
109 appropriate).

110 (b) Program Provisions. All participants must retire and thereby relinquish all rights
111 to tenure as described in Article 15, except as stated otherwise in this Article. Participants'
112 retirement benefits shall be determined as provided under Florida Statutes and the rules of the
113 Division of Retirement.

114 (1) Payment for Unused Leave. Participants shall, upon retirement, receive
115 payment for any unused annual leave and sick leave to which they are entitled.

116 (2) Re-employment.

117 a. Prior to re-employment, participants in the Phased Retirement
118 Program must remain off the State or University payroll for six full calendar months following
119 the effective date of retirement to validate their retirement, as required by the Florida Division of
120 Retirement. The effective date of retirement for employees in the ORP begins when her or his
121 investment company processes their retirement distribution.

122 b. Participants must comply with the re-employment limitations that
123 apply to the second through twelfth month of retirement, pursuant to the provisions of either the
124 Florida Retirement System (which includes ORP) or the Teacher Retirement System, as
125 appropriate.

126 c. Participants shall be offered re-employment, in writing, by the
127 University for a period of at least one but not greater than five academic years, at either 0.75 or
128 0.5 FTE initially and 0.5 FTE in the final year. The FTE in each year of the PRP will be
129 specified in advance of the re-employment period. Assigned duties may be limited to a single
130 semester (e.g., 1.0 FTE in one semester and no assigned duties in the other semester) or be
131 distributed across -semester (e.g., 0.5 FTE in both semesters).

132 d. Compensation during the period of re-employment shall be at a
133 salary proportional to the participant's salary prior to retirement, including an amount
134 comparable to the pre-retirement employer contribution for health and life insurance and an
135 allowance for any taxes associated with this amount.

136 e. Participants shall notify the University -in writing regarding
137 acceptance or rejection of an offer of re-employment not later than thirty days after the
138 employee's receipt of the written re-employment offer.

139 (3) Leave for Illness /Injury.

140 a. Each participant -shall be credited with five days of leave with pay
141 at the beginning of each full-time semester appointment. For less than full-time appointment, the
142 leave shall -be credited on a pro-rata basis with the assigned FTE.

143 b. Such leave may be accumulated; however, it may not be used for
144 participation in the Sick Leave Pool, and upon termination of the post-retirement re-employment
145 period, the participant shall not be reimbursed for unused leave.

146 (4) Personal Non-Medical Leave.

147 a. Each participant who was on a 12-month appointment upon
148 entering the Phased Retirement Program and whose assignment during the period of re-
149 employment is the same as that during the 12-month appointment shall be credited with five days
150 of leave with pay at the beginning of each full-time semester appointment. Except in the case of
151 emergency, the employee shall provide at least two days' notice of the intended leave. Approval
152 of the dates on which the employee wishes to take such leave shall be at the discretion of the
153 supervisor and shall be subject to the consideration of departmental and organizational
154 scheduling.

155 b. Such leave shall not be accumulated, nor shall the participant be
156 reimbursed for unused leave upon termination of the post-retirement period.

157 (5) Re-employment Period.

158 a. The period of re-employment obligation shall extend over two to
159 five consecutive academic years, beginning with the academic year next following the date of
160 retirement. No further notice of cessation of employment is required.

161 b. The university shall not shorten the -period of re-employment
162 obligation nor reduce the annual FTE assignment, except under the provisions of Articles 16 and
163 17.10 of the Agreement. During the period of re-employment, participants are to be treated,
164 based on status at point of retirement, as tenured employees or non-tenure-earning employees
165 with five or more years of continuous service. as appropriate, for purpose of Sections 13.2(a) and
166 (b) of the Agreement.

167 c. At the conclusion of the re-employment period -the university may,
168 at its option, continue to re-employ participants in this program on a year-to-year basis.

169 (6) Declining Re-employment

170 a. A participant may decline an offer of re-employment during any
171 academic year. However, the participant has a professional obligation to notify the University of
172 such a decision sufficiently in advance of the participant's -anticipated start date. Such a decision
173 shall not extend the period of re-employment beyond the period described in Section 24.6(5)a.

174 b. Similarly the participant has the professional obligation, following
175 acceptance of an offer of re-employment, to provide reasonable and sufficient notice of changed
176 circumstances and/or intentions to the effect that the participant will not be honoring the re-
177 employment acceptance. Failure to provide reasonable and sufficient notice shall result in the
178 participant's -termination from the PRP and all rights provided therein. For these purposes, two
179 months shall be deemed reasonable and sufficient. Where, due to the lateness of an offer of re-
180 employment, two months are not available, then one-half the period of time between the offer
181 and the anticipated start date shall be deemed reasonable and sufficient.

182 c. Resignation. A participant who wishes to terminate ~~his/her~~their
183 PRP re-employment contract prior to the end of the contract ending date, has the professional
184 obligation, when possible, to provide the University with sufficient notice to avoid scheduling
185 and classroom disruptions. If the participant has a funded research assignment only, ~~he/she~~s/he
186 has a professional obligation to provide a minimum of a one-month notice of resignation. Failure
187 to provide reasonable and sufficient notice may result in the participant's termination from the
188 PRP.

189 (7) Salary Increases. Participants shall receive all increases guaranteed to
190 employees in established positions, in an amount proportional to their part-time appointment, and
191 shall be eligible for non-guaranteed salary increases on the same basis as other employees.

192 (8) Preservation of Rights. Participants shall retain all rights, privileges, and
193 benefits of employment, as provided in laws, regulations, the BOT-UFF Agreement, and
194 University policies, subject to the conditions contained in this Article.

195 (9) Payroll deductions. The UFF payroll deductions, as specified in Article 26,
196 if applicable, shall be continued for a program participant during each re-employment period.

197 (10) Contracts and Grants. Nothing shall prevent the employer or the
198 participant, consistent with law and rule, from supplementing the participant's employment with
199 contracts or grants.

200 (11) The decision to participate in the Phased Retirement Program is
201 irrevocable after the required approval document has been executed by all parties.

202 (12) PRP Information Document. The University shall distribute information
203 describing the PRP to the UFF, upon request. The Human Resources Department provide
204 retirement information and assistance for employees of the University, including information
205 about the Phased Retirement Program.

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207 **24.7 Tuition Waiver Benefit Programs.** The University offers an employee benefit program
208 to provide tuition waivers to full-time employees, including employees on sabbaticals,
209 professional development, and grants-in-aid, medical, educational leave, or involuntarily called
210 to active military service, to enroll in up to six credit hours in eligible courses per term on a
211 space-available basis. Employees using the employee tuition waiver and contingent waiver
212 recipients shall be allowed to register ~~two~~24 hours ahead of state employees. Eligibility
213 guidelines and procedures are available on UCF's Human Resources or UCF Regulations
214 websites. To be eligible for a waiver, one must first be accepted at the university as a student.

215 (a) Tuition Waiver Benefit Limitations. Courses ineligible for the tuition waiver
216 benefit include, but are not limited to: courses offered through other State Universities, ~~;~~; State
217 Colleges; Continuing Education classes or courses; Graduate Medical Education programs; Cost
218 Recovery programs; Market Rate programs; independent study; supervised research; supervised
219 teaching labs; thesis hours; dissertation; internships; co-ops; or applied, individualized
220 instruction in Music, Art, or Dance. Penalty Fees, including excess hour fees and repeat courses
221 fees, also are not covered by the tuition waiver benefit. Limitations apply to all recipients of this
222 benefit.

223 (b) Contingent Waiver Program. If an employee does not use the employee tuition
224 waiver benefit program or does not use the full six credit hour benefit during a semester or
225 summer, then the spouse or dependents (up to the age of 26) of the employee may receive a
226 tuition waiver for that semester or summer. The spouse or dependent may use up to six credit
227 hours not used by the employee to enroll in eligible courses on a space-available basis per term.

228 This contingent waiver may be used by up to two individuals during any given term. The
 229 employee or family members need not be Florida residents.

231 **24.8 Employee Assistance Programs.** The University is encouraged to expand its existing
 232 Employee Assistance Program (EAP) to include assessment, referral, follow-up consultation,
 233 short-term counseling, and other services for employees with personal, family, job stress, or
 234 substance abuse problems. Any policies created or revised by the University in the development
 235 or operation of its EAP shall be discussed in consultation with the local UFF Chapter.

237 **24.9 Pre-tax Benefits Program.** The University shall continue to provide a pre-tax benefits
 238 program for employees which includes the opportunity to: (1) pay for their University insurance
 239 premiums on a pre-tax basis and, (2) utilize flexible spending accounts, ~~(or FSAs)~~, for medical
 240 and dependent care expenses. ~~The university will continue to provide FSAs give you a tax break~~
 241 ~~on eligible out-of-pocket expenses. There are three types of reimbursement accounts: (a)~~
 242 ~~Healthcare FSA—Deposit up to \$2,600 each plan year on a pretax basis to pay for eligible~~
 243 ~~healthcare expenses. (b) Limited purpose FSA—Deposit up to \$2,600 each plan year on a pretax~~
 244 ~~basis to pay for eligible dental and vision expenses. (c) Dependent care FSA—Deposit up to~~
 245 ~~\$5,000 each plan year on a pretax basis to pay for eligible dependent care expenses for children~~
 246 ~~under age 13 and adults whom employees can claim on their tax return. A FSA can be paired~~
 247 ~~with a health savings account.~~

249 **24.10 Healthy Family Benefits.**

250 (a) Employees may enroll children at the UCF Creative School for Children, at the
 251 weekly classroom tuition rate for 2017-2018.

252 (b) Expectant Mother Parking Program. The University will provide designated
 253 parking spaces to employees who are expectant mothers -in their third trimester of pregnancy (or
 254 who are high risk) in their permitted lot. The required permit is available from Faculty
 255 Excellence.

256 (c) Lactation Rooms. The University shall maintain existing lactation privacy rooms
 257 on its campuses. The university shall develop new lactation privacy rooms- to enable all
 258 employees to ease back into work without sacrificing the healthy practice of expressing milk.

259 (d) Florida Pre-Paid College Plan. The University supports employee participation in
 260 the Florida Pre-Paid College Plan by offering payroll deductions to cover premiums for children.

261 :
 262 (e) Dual Career Program addresses the needs of dual career couples.

263 (1) The University is committed to furthering institutional excellence by
 264 providing an array of services in support of the partner hiring needs of candidates for tenured and
 265 tenure-earning faculty appointments. A partner hire is not an entitlement. Every partner hire must
 266 meet the qualifications and standard of excellence for the appropriate appointment. A partner
 267 hire that is made without an open search must meet the criteria for a search waiver. All partner
 268 hiring opportunities are contingent on available funding.

269 (2) The program also addresses all employees with “trailing” partners/spouses
 270 in any career field. It offers, and is not limited, to the following services:

271 a. Career Support: In-person consultations with a career consultant
 272 and formal career assessments; Established business partners committed to a dual career and

273 transitional support network—guaranteeing trailing spouses/partners unprecedented exposure to
274 local and regional hiring agents

275 b. Practical Support: Website and other recruitment materials
276 dedicated to showcase the “Orlando/UCF Story” to candidates; Resources dedicated to providing
277 relocation and other information helpful to new residents of Orlando; Connection opportunities
278 to learn more about the area of and network with other professionals

279 c. Emotional Support. Mentorships and social contact opportunities
280 with established dual career couples and families; Resources on community activities, clubs,
281 volunteer opportunities, and entertainment.

282 **24.11 Wellness Benefits.**

283 (a) Faculty and Staff Wellness Research Center. The University will provide
284 employees access to a dedicated fitness center, including -strength, flexibility and aerobic
285 conditioning equipment as well as fitness services.

286 (b) Recreation and Wellness Center. Employees are able to purchase a membership in
287 the Recreation and Wellness Center. The monthly promotional fee for new members is \$25 for
288 the first four months, and \$40 per month thereafter. The semester fee is \$100. Employees with
289 unlimited memberships can enter anytime the RWC is open. Taxes are included in the above
290 rates.

291 (c) Relaxation Stations. The University will continue to provide Relaxation Stations
292 to all employees as a free walk-in service during regular business hours.

293 (d) Biofeedback: Relaxation Training Program. The University shall provide
294 employees access to a Biofeedback relaxation training specialist. Initial screening and
295 assessment is free. Employees may then schedule up to six sessions at \$10 per session.

296 (e) FreshU Grown at UCF. The University will continue to offer FreshU workshops,
297 food demos, and other educational experiences to increase accessibility to fresh food, teach
298 people to incorporate fruits and vegetables into their diets, and reduce food waste.

299 (f) The University will continue to ensure that there is a pharmacy, dental services
300 and vision services on campus. These services shall accept employee prescription drug plans,
301 dental insurance, and vision insurance, respectively.

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304 **24.12 Public Service Loan Forgiveness.** Employees may receive loan forgiveness under the
305 Public Service Loan Forgiveness (PSLF) Program administered through the U.S. Department of
306 Education. The PSLF Program was established to encourage individuals to enter and continue to
307 work full-time in public service jobs. Under this program, you may qualify for forgiveness of the
308 remaining balance due on your William D. Ford Federal Direct Loan Program (Direct Loan
309 Program) loans after you have made 120 qualifying payments on those loans while employed
310 full-time by certain public service employers.

311
312 **24.13 COBRA Eligibility.** The Consolidated Omnibus Budget Reconciliation Act (COBRA)
313 allows qualified participants to continue coverage of health, dental, and vision benefits through
314 their employer’s group insurance plan for limited periods of time under certain circumstances,
315 including: (1) Voluntary or involuntary job loss; (2) Reduction in hours worked; (3) Transition
316 between jobs; (4) Death; (5) Divorce; (6) Other life events.

317
318 **24.14 Additional Employee Benefits.**

319 (a) Employee Discount Program. The University shall continue to offer employees
320 with local and national discounts from hotels, restaurants, movie theaters, retailers, florists, car
321 dealers, theme parks, national attractions, concerts, and events through Abenity.

322 (b) Faculty & Staff Dining Plans. ~~At UCF Dining, meal plans are convenient,~~
323 ~~flexible, and loaded with options. Meal Plans give you dining locations all across campus with a~~
324 ~~range of hours from as early as 7:00 AM to as late as Midnight. With access to all these services,~~
325 ~~you get guaranteed value, whether you eat on campus three times a week or three times a~~
326 ~~day.~~The university shall continue to offer employee dining plans at '63 South and Knightro's, at
327 a cost of \$500 for 100 meals; \$450 for 75 meals; \$312 for 50 meals; and \$162.50 for 25 meals.
328 Employee plans do not expire.

329 (c) Library Services. All employees shall have borrowing privileges and
330 teaching/research support.

331 (d) SAFE Escort Patrol Services. All employees are eligible for this free service of
332 the police department, seven days a week when classes are in session.

333 (e) SGA Ticket Center. The university shall continue to offer specially-priced tickets
334 to various local theme parks, attractions, movie theaters, and transportation providers. Tickets are
335 intended for use only by UCF employees.

336 (f) UCF School of Performing Arts: Discounted Tickets. The university shall
337 continue to offer tickets at a discounted rate of \$10 (50% off) the regular ticket rate). A
338 maximum of two tickets can be purchased at a time, and a valid UCF ID is required for purchase.
339 In addition, season subscriptions are offered at a discounted rate. While the price per show is still
340 at the discounted \$10/ticket rate, it includes all ~~of the~~ subscriber benefits, including free ticket
341 exchanges and advance/priority seating options before sales for individual shows open to the
342 public.

343 (e) UCF Technology Product Center Discounts. The Technology Product Center shall
344 continue to offers employee discounts on Apple Hardware ranging between \$50 and \$200. The
345 TPC also shall continue to offers employees Microsoft Windows for \$15, as well as education
346 discounts on Dell and Microsoft products.

347 (f) UCF Procurement Services Contracts: Employee Discounts. University-
348 negotiated contracts shall extend discounts to employees.

349 (g) Transportation. The university shall continue to provide free Lynx service to
350 employees, as well as free university bus transportation between campuses. University buses
351 shall be equipped with free WiFi and GPS tracking.