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Approved____ Approved w/ Conditions ____ Disapproved ____ Continued____ Withdrawn ____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.


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 11, 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:


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.


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.

[Signatures and dates]

GAU-UFF Representative

[Signature]

Date: 12/18/17

GAU-UFF Representative

[Signature]

Date: 12/18/17

FAMU Representative

[Signature]

Date: 12/11/17

FAMU Representative

[Signature]

Date: 12/11/17