

USF Board of Trustees
Thursday, August 15, 2013

Issue: Graduate Assistants Union GAU

Proposed action: Ratify the tentative agreement on re-opener articles of the contract between USF/BOT and UFF-GAU.

Background information: This is a re-opener on the benefits article of the contract between USF-BOT and UFF-GAU. The three year contract itself is subject to renegotiation later this academic year.

Contract Highlights:

- In Article 8 Nondiscrimination, USF-BOT and UFF-GAU agreed to add “gender identity and expression,” to bring the article into conformity with USF Policy.
- In Article 23, the two parties agreed to implement the legislative mandate on raises to qualified employees.
- In Article 23, the two parties agreed that the General Appropriations Act employee raises will establish new minimum stipends as follows, beginning August 1, 2014. Students at Master’s level with 0.50 FTE, minimum stipend will go from \$9180 to \$9880; at the doctoral level with 0.50 FTE, the minimum will go from \$10,455 to \$11,155.
- In Article 23, the University agreed to pay the health insurance premiums of all graduate assistants with 0.25 FTE employment and above.

At the rate of current participation in the insurance program, there would be no additional cost to the University. The insurance premium went down from \$2,078 to \$2,012 thus generating some savings from the 100% of the premiums paid for participants employed at 0.50 FTE level. These savings make it possible to raise the University’s contribution for employees with 0.25 FTE from 80% premium coverage to 100% premium coverage.

Strategic Goal(s) Item Supports: Increased stipend and health insurance benefits are critical in recruiting high quality graduate assistants who play a critical role helping faculty research and advancing the University towards its aspiration to be AAU eligible.

Workgroup Review:

Supporting Documentation: Article 23, Stipends

Prepared by: Kofi Glover, 974-2010

**USF Proposal
Article 23, Stipends
June 26, 2013**

23.1 Minimum Stipend. The minimum stipend shall be as follows:

A. For students at the master's level, each nine-month employee (19.5 pay periods) on a .50 FTE appointment shall be guaranteed a minimum stipend of \$9180. Appointments greater or less than .50 FTE shall be paid at a stipend rate representing a proportion of this minimum as determined by the fractional FTE appointment and the budgeted weeks of activity.

B. For students at the doctoral level, each nine-month employee (19.5 pay periods) on a .50 FTE appointment shall be guaranteed a minimum of \$10,455. Appointments greater or less than .50 FTE but no less than .25 FTE shall be paid at a stipend rate representing a proportion of this minimum as determined by the fractional FTE appointment and the budgeted weeks of activity.

C. Pursuant to the Florida Legislature's 2013 General Appropriations Act ("Appropriations Act") the University will provide to eligible bargaining unit employees a competitive pay adjustment consisting of an annual increase of either \$1,400 if the employee earns up to and including \$40,000, or \$1,000 for all employees earning more than \$40,000. These increases shall be effective October 1, 2013. Pursuant to the Appropriations Act, eligible employees are defined as "employees who are, at a minimum, meeting their required performance standards, as applicable. If an ineligible employee achieves performance standards subsequent to the salary increase implementation date but on or before the end of the fiscal year, the employee may receive an increase; however, such increase shall be effective on the date the employee becomes eligible but not retroactively.

D. Effective August 1, 2014, pay adjustments made from the Appropriations Act will establish new minimum stipends as follows:

For students at the master's level, each nine-month employee (19.5 pay periods) on a .50 FTE appointment shall be guaranteed a minimum stipend of \$9880. Appointments greater or less than .50 FTE shall be paid at a stipend rate representing a proportion of this minimum as determined by the fractional FTE appointment and the budgeted weeks of activity.

For students at the doctoral level, each nine-month employee (19.5 pay periods) on a .50 FTE appointment shall be guaranteed a minimum of \$11,155. Appointments greater or less than .50 FTE but no less than .25 FTE shall be paid at a stipend rate representing a proportion of this minimum as determined by the fractional FTE appointment and the budgeted weeks of activity.

23.2 Employer's Contribution to Health Insurance.

A. The University agrees to pay the health insurance premium for graduate assistants appointed at .25 FTE or greater who elect coverage under the USF Student Health Insurance Plan.

B. Payment of the health insurance premium employer contribution will be discontinued or reduced as applicable under the following circumstances:

- (1) cessation of the appointment; or
- (2) reduction of the appointment to less than .50 FTE or less than .25 FTE, as applicable;
- (3) completion of the hours specified for completion of the degree requirements of the program in which the employee is enrolled. ; or
- (4) failure of the employee to pay the employee portion of the insurance premium when due.



GAU

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