

Tentative Agreement
Between
University of Florida Board of Trustees and Graduate Assistants United--UFF
Article 10
STIPENDS

10.1 Minimum Stipend. ~~Beginning January 1, 2023~~ Effective October 1, 2023, each nine-month (9) employee on a .50 FTE appointment shall be guaranteed a minimum stipend of \$19,200 or a minimum of \$25,600 for each twelve-month (12) employee. The minimum stipend for 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.

10.2 Fee Deferral. For the purposes of this ~~section~~ Article, "fees" is defined to include the Capital Improvement Trust Fund Fee, the Student Financial Aid Fee, the Technology Fee, the Activity and Service Fee, the Athletic Fee, the Health Fee, the Transportation Fee, and any other non- tuition charge assessed on a per credit hour basis. Such fees shall be paid by the due dates as follows:

Fall Semester: November 15
Spring Semester: March 15
Summer A, B or C Semesters: July 21

- 10.3 Raises. Salary increases described in Article 10.3 are effective October 1, 2023.
(a) Each qualifying 12-month employee shall receive a merit raise of \$533.33, and each qualifying 9-month employee shall receive a merit raise of \$400. Merit raises must be determined using the criteria below:
- (1) The number of merit raises shall not be limited by any quota.
 - (2) The employee must have been employed for at least one full semester.
 - (3) The employee must not have been issued a notice of non-renewal or layoff and must not have resigned for any reason.
 - (4) The employee may not have been disciplined formally (i.e., written reprimand or suspension) within the last year. If an employee challenges the discipline through the Article 22 grievance process and the discipline is rescinded, the employee shall be entitled to any raise for which he or she would have been otherwise entitled, retroactive to the effective date of the raise.

10.4 Initial Payment. Each employee shall receive the first paycheck of a new appointment within six (6) weeks of receipt by the University of Florida Human Resources of the properly completed appointment papers.

10.5 Nothing contained herein shall prevent the University or its units from providing salary increases beyond the increases specified above.

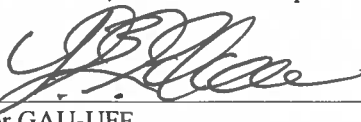
10.6 Fee Relief. Effective January 1, 2020, the University shall pay the transportation and health fees for those represented by the bargaining unit. Services from these fees shall be available to those in the bargaining unit. If someone leaves the bargaining unit but remains a graduate student, the normal transportation and health fees shall apply to them.



For the University
Chief Negotiator

9/1/2023

Date



For GAU-UFF
Bargaining Chair

9/1/2023

Date

10.7 Notification to UFF-GAU. Not later than thirty (30) days after the first pay period in which salary increases bargained in this Article are reflected, UF Human Resources shall provide UFF-GAU with a salary report in Excel spreadsheet format, listing all in-unit employees:

(a) This report shall include the following information for each employee:

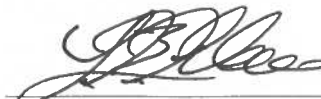
- (1) Name;
- (2) UFID;
- (3) Date of hire;
- (4) Professional classification system title and job code, if any;
- (5) Employment unit (e.g., department, college, institute, area, center, etc.);
- (6) Length of appointment;
- (7) Percentage of FTE appointment;
- (8) New base salary rate and bi-weekly stipend after the salary increases in Articles 10.1 and 10.3; and
- (9) Previous base salary rate and bi-weekly stipend.

10.8 Outside Employment. The University shall not prohibit outside employment, subject to Article 15, applicable University Regulations, and/or any Federal or State Laws (including those pertaining to international student visa requirements), or specific outside funding sources. If such employment was previously prohibited in a letter of offer or otherwise, excepting for prohibitions related to Article 15, such prohibition is rescinded. Outside employment remains subject to the reporting requirements of Article 15 through the UF Online Interest Organizer (UFOLIO). The University reserves the right to prohibit outside activities, including any employment that interferes with an employee's obligation to the University or constitutes a conflict of interest.



For the University
Chief Negotiator

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Date



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