

Table of Contents

Article 1.....	4
Recognition.....	4
Article 2	4
Nondiscrimination.....	4
Article 3.....	4
Management Rights.....	4
Article 4.....	5
Union Access and Communication.....	5
Article 5.....	5
Adjunct Instructor Input and Integration in University Life.....	5
Article 6.....	6
Academic Freedom.....	6
Article 7.....	6
Union Membership Dues Deductions.....	6
Article 8.....	7
Maintenance of Records.....	7
Article 9.....	7
Job Abandonment.....	7
Article 10.....	7
Adjunct Pools.....	7
Article 11.....	8
Grievance Procedure and Arbitration.....	8
Article 12.....	14
Inclement Weather or Other Emergencies.....	14
Article 13.....	14
Evaluations.....	14
Article 14.....	15
Course Cancellation Fee.....	15
Article 15.....	15
Wages.....	15
Article 16.....	16
Severability.....	16
Article 17.....	17
Duration of Agreement.....	17

Appendix C.....22

ARTICLE 1: RECOGNITION

Pursuant to the Certification issued by the Florida Public Employee Relations Commission (#1929, MARCH 29, 2018), the University recognizes the Service Employees International Union (SEIU), Florida Public Services Union, (FPSU) as the exclusive agent for the purposes of collective bargaining for all adjunct instructors in the bargaining unit as defined in the Certification, with respect to the terms and conditions of employment as specifically set forth in this Agreement.

ARTICLE 2: NONDISCRIMINATION

2.1 Statement of Intent

The University and SEIU fully support all laws intended to protect and safeguard lk(aw)16(s)nt

ARTI

ARTICLE 8: MAINTENANCE OF RECORDS

Each Department shall make a good faith effort to maintain accurate records concerning adjunct instructors, including any records required to be created or kept as specifically provided in this Agreement. These records shall be made available within a reasonable amount of time upon request, in accordance with Chapter 119, Florida Statutes, subject to applicable exemptions.

ARTICLE 9: JOB ABANDONMENT

If an Adjunct is absent without authorized leave for three (3) or more consecutive classes, tutoring sessions, or their equivalent during a term, the Adjunct shall be considered to have abandoned the position and voluntarily resigned from the University, and the Adjunct is only entitled to be paid for work performed up to the effective date of separation.

ARTICLE 10: ADJUNCT POOLS

10.1 Statement of Intent

The purpose of creating and maintaining adjunct pools at the department level is to facilitate the identification of qualified, available adjuncts, and to provide assurance to those adjuncts included in the pool that their names will be readily available for consideration when course openings arise. Both parties recognize the benefits of a pool system that promotes familiarity.

11.3 Grievance Form Requirements

Each grievance or notice of arbitration must be submitted in writing and on the appropriate form, and must be signed by the grievant. The University may refuse to process a grievance or request for arbitration that is not filed in accordance with the procedures set forth in this Article.

11.4 Resort to Other Procedures.

It is the intent of the parties to first provide a reasonable opportunity for resolution of a dispute through the grievance procedure and arbitration process. If, at any time prior to filing a grievance or while a grievance remains pending, the grievant requests, in writing, resolution of the matter in any other forum, whether administrative or judicial, the University will have no obligation to entertain or proceed further with the grievance under this grievance procedure. As an exception to this provision, a grievant may file a federal EEOC charge while a grievance is in progress when such filing becomes necessary to meet federal filing deadlines pursuant to 42 U.S.C. 2000e, et seq.(200)10(0e,)12()10(et)ivet ,MCID 5 BDC -1

D. Step 3: Arbitration

- 1) Filing. If the grievance has not been satisfactorily resolved at Step 2, the grievant may proceed to arbitration by filing a written Notice of Arbitration (attached as Appendix C) with the designated University representative within thirty (30) days from the date of the Step 2 decision. The Notice of Arbitration must be signed by the grievant and SEIU president or designee. The parties must stipulate to the issue(s), as limited by the initial grievance filing, prior to the arbitration. In the event a stipulation is not reached, the parties will conduct a telephonic hearing as described in Section 4, below.

- 2) Selection of Arbitrator. Within ninety (90) days after ratification of this Agreement, the parties will confer for the purpose of selecting an arbitration panel of five (5) individuals. Selection of the panel will be accomplished by the parties alternately proposing arbitrators until the panel is filled, with the right of first proposal determined by a coin flip unless otherwise agreed by the parties. The grievant or representative shall, within thirty (30) days of the filing of a Notice of Arbitration, contact the designated University representative in an effort to mutually agree on an arbitrator, whether included in the arbitrator panel or not, to conduct a hearing on the unresolved issues raised in the grievance. In the event the parties are unable to mutually agree on an arbitrator, the parties will select an arbitrator from the panel by alternately striking names from the panel list until one name remains. The right of first choice to strike from the

arbitrator may not under any circumstances award a grievant other monetary damages or penalties, or any back salary above the amount of the agreed upon salary specified in the grievant's offer letter.

4) Arbitrability. Issues of arbitrability shall be bifurcated from the substantive issue(s) and, whenever possible, determined by means of a hearing conducted by conference call. The arbitrator shall have ten (10) days from the date of the hearing to render a written decision on arbitrability, absent an extension agreed upon by the parties. If the issue is judged to be arbitrable, an arbitrator shall then be selected to hear the substantive issue(s). The parties may mutually agree that the same arbitrator who presided over the hearing on arbitrability may also serve as arbitrator to hear the case on the merits.

5) Conduct of Hearing. The arbitrator shall hold the hearing in Tampa, Florida, unless otherwise agreed by the parties. The arbitrator shall issue a decision within forty-five (45) days of the close of the hearing or the submission of post-hearing briefs, wh Tde1m tbitg bewn[ewn[ewn[ewn[TJ0 Tw 8)a8

5),

7)

Agreement shall continue in full force and effect.

ARTICLE 17: DURATION OF AGREEMENT

This Agreement shall become effective when ratified by employees in the bargaining unit and by the University Board of Trustees, or on July 1, 2020, whichever is later. This Agreement shall continue in full force and effect until June 30, 2023, subject to the following:

- 17.1 This Agreement may be reopened in January of 2022 upon written request of either party on or before October 1, 2021. The reopening is limited to Article 15: Wages.
- 17.2 In the event a reopener is timely requested, the parties will meet at least once during the month of January 2022 to discuss the reopened Article, unless otherwise agreed by the parties. Additional meetings require the agreement of the parties.
- 17.3 In the event the parties negotiate a mutually acceptable amendment to this Agreement, such amendment shall be put in writing and become part of this Agreement upon ratification by both parties.

17.4

Appendix A
Service Employees International Union
(SEIU) Dues Authorization Form

I, _____, authorize the University of South Florida to deduct from my bi-weekly pay membership dues of the Service Employees International Union (SEIU) in such amount as may be established from time to time by SEIU and certified in writing to the University by SEIU, and I direct that the sum so deducted be paid over to SEIU.

I further authorize the University of South Florida to deduct from my bi-weekly pay the following whole dollar amount as an optional Committee on Political Education (COPE) donation: \$____.00

SEIU dues payments are not tax deductible as charitable contributions for federal income tax purposes. However, they may be tax deductible under other provisions of the Internal Revenue Code.

The above deduction authorization shall continue until either (1) revoked by me at any time upon thirty days written notice to USF Payroll and to SEIU, or (2) my transfer out of this bargaining unit. Unless this Authorization is revoked in the manner heretofore stated, this Authorization shall remain in full force and effect in accordance with the provisions of Section 447.303, Florida Statutes.

Employee's Signature

Date

Name (printed)

Department

Please return to SEIU, (address)

III. Authorization

I

Appendix C
Notice of Arbitration

Service Employees International Union hereby gives notice of its intent to proceed to arbitration

