

DocuSigned by:

DJP

David J Philpott
90E2EB8D2E414B0...

DS

DocuSigned by:

MGW

Michael G
C66A1995E52B4C...

**University and USFFA
Tentative Agreement
May 8, 2023**

In accordance with the terms listed below, the University and the USFFA hereby agree to extend their Collective Bargaining Agreement.

1. July 1, 2023 – 4% across-the-board increase + steps.
2. July 1, 2024 – an across-the-board increase (+ steps) equal to the greater of (a) 3.25% or (b) the index of the fiscal year 2024 merit compensation increase pool for University executive officers (i.e., President’s Cabinet and Leadership Team) and senior administrative staff.
3. July 1, 2025 – an across-the-board increase (+ steps) equal to the greater of (a) 3.25% or (b) the index of the fiscal year 2025 merit compensation increase pool for University executive officers (i.e., President’s Cabinet and Leadership Team) and senior administrative staff.
4. All other economic provisions will be extended three (3) additional years.
5. Term faculty sabbatical availability pursuant to 26.1.9 will be as follows:(1 line 2023-2024. 1 line 2024-2025. 2 lines 2025-2026. 2 lines 2026- 2027).
6. Maximum librarian vacation cap moved from 26 days to 30 days effective January 1, 2024.
7. Librarian Spring break (1 Day) - Librarians will request in writing to the Dean a minimum of one (1) week prior to date of leave. The leave will be taken between Spring break and the last day of classes in the academic year.
8. Add Juneteenth holiday to 24.10 (B).
9. Increases in contractual stipends for eligible USFFA members as follows:
 - a. 29.17 – Commuter subsidy - The University shall match the rate of the monthly Muni Fast Pass increases during the calendar years 2023, 2024, and 2025. The University requires a minimum of 30 days of notice to respond to a Muni Fast Pass increase.
 - b. 36.5 – New faculty Rental Assistance increase to \$7,500 for 1st and 2nd month’s rent. effective July 1, 2023.
 - c. 36.4 – Additional \$500,000 to be added to 2nd Mortgage fund effective July 1, 2024.
 - d. 38.1 – Adoption benefit to be increased to \$5000. Effective July 1, 2023.
10. For the term of the contract extension, 26.1.8 *Sabbatical Support and Merit Recognition Fund* to continue at 2022-23 level of \$115,000, plus rollovers from the prior fiscal year.
11. The University agrees that Article 45.1 (*Renegotiation of Economic Terms upon Change in Student Enrollment*) in abeyance during the academic year 2023-2024. For academic year 2024-2025 and 2025-2026, the percentage in Article 45.1 will increase from 5% to 10% as the threshold for the reopener.

DocuSigned by:
DJP
David J Philpott
90E2EB8D2E414B0...

DS
DocuSigned by:
Michael J
C66A1995E52B4CE

12. Duration of contract extension:

- a. All salary, salary step, and benefits provisions as well as other economic terms set forth in this agreement shall expire June 30, 2026.
- b. At least 60 days prior to July 1, 2026, each party may open any three non-economic articles or addenda of this Agreement.
- c. All other articles not reopened by either party shall be extended through June 30, 2028. The full CBA will expire June 30, 2028.

Joint Task Forces

During the term of this contract extension, the University and the Union are committed to discussing a number of important subjects. These Task Forces are charged with the good-faith exploration of these subjects in accordance with the timelines detailed in this contract extension agreement. The parties recognize that the University and Union representatives on the Task Forces may recommend to the USF President and the USFFA President to mutually agree to extend or modify timelines, as discussions go forward. The Union and University also may mutually agree to alter the numbers of members of each task force.

During the terms of this agreement, the USFFA or the Administration can request an additional Joint Task Force to address issues covered by the CBA. The parties will convene a meeting within ninety (90) days upon written request from the other party to discuss the charge and timeline of the Task Force. All reasonable requests will be considered.

Specifically, the parties agree to meet and confer over the following topics:

- A. The parties shall establish a task force to create guidelines for additional job security for Term Faculty who are superior in teaching. The task force will be composed of six (6) members (3 USFFA, 3 administration). The task force will convene no later than July 1, 2023, and submit recommendations to the USFFA President and USF Provost and President by September 1, 2023, to implement the recommendation for the academic year 2023-2024.
- B. The parties shall establish a task force to create guidelines for the Promotion and Tenure narratives per Article 17.8.2 (4) (7) and 17.8.3(3) (5). The task force will be composed of six (6) members (3 USFFA, 3 administration). The task force will convene no later than October 1, 2023, and submit recommendations to the USFFA President and USF Provost and President by December 1, 2023, to implement the recommendation for the 2024- 2025 Promotion and Tenure cycle.
- C. The parties shall establish a task force to explore the creation of innovative alternative tracks for promotion to Full Professor for faculty at the rank of tenured Associate Professor. These tracks may include, but are not restricted to, such areas as research, teaching, and community-engaged scholarship and clinical appointments. Such tracks shall focus on promoting student learning and engagement, success of the faculty member, and the mission of the University. The task force will be composed of six (6) members (3 USFFA, 3 administration). The task force will convene no later than October 1, 2023, and submit recommendations to the USFFA President and USF Provost and President by April 1, 2024, to implement the recommendation for the academic year 2024-2025.

DS
DocuSigned by:
DJP
David J Philpott
90E2EB8D2E414B0...

DS
DocuSigned by:
MJW
Michael J
C66A1995E52B4CE...

- D. The parties shall establish a task force to review the listing of benefit vendors (Anthem, Kaiser, Delta Dental etc.) in the CBA. The task force will be composed of six (6) members (3 USFFA, 3 administration). The task force will convene no later than November 1, 2023, and submit recommendations to the USFFA President and Associate Vice President of Labor and Employee Relations and the USF President by March 1, 2024, to implement the recommendation for the fall 2024 open enrollment.
- E. The parties shall establish a task force to review the process, purpose, and standards for awarding sabbaticals for senior faculty. The task force will be composed of six (6) members (3 USFFA, 3 administration). The task force will convene no later than February 1, 2024, and submit recommendations to the USFFA President and USF Provost and President by June 1, 2024, to implement the recommendation for the academic year 2024-2025.
- F. The parties shall establish a task force to review faculty/librarian service workloads, and the Academic Calendar with a view to eliminating redundancies and improving work flow. The task force will be composed of six (6) members (3 USFFA, 3 administration). The task force will convene no later than October 1, 2024, and submit recommendations to the USFFA President and USF Provost and President by March 1, 2025, to implement the recommendation for the academic year 2025-2026.
- G. The parties shall establish a task force to discuss how the University Mission and ADEI can be further incorporated into the Promotion and Tenure processes for USFFA faculty and librarians. The task force will be composed of six (6) members (3 USFFA, 3 administration). The task force will convene no later than February 1, 2025, and submit recommendations to the USFFA President and USF Provost and President by March 1, 2025, to implement the recommendation for the academic year 2025-2026.
- H. The parties shall establish a task force to explore retirement program options for senior faculty and librarians. The task force will be composed of six (6) members (3 USFFA, 3 administration). The task force will convene no later than February 1, 2024, and submit recommendations to the USFFA President and USF Provost and President by June 1, 2024, to implement the recommendation for the academic year 2024-2025.