

Article 7. WAGES

7.1 Salary Increases. For Fiscal Year 2023~~4~~-24~~5~~, the university shall implement a ~~one-time payment of \$1,200~~ \$0.59 per hour merit increase for all eligible in-unit employees to be included in paychecks as soon as practicable after ratification by the two parties. In addition, eligible employees will receive a one-time payment between \$2,800 and \$3,300 determined by employees' salary range listed below:

The one-time payment for each eligible employee shall be determined using the following table. For employees whose position is less than 1.0 FTE, the payment shall be prorated based on the position FTE.

Salary (at 1.0 FTE as of July 5, 2024

Less than \$50,000 \$3,300

\$50,000 to \$99,999.99 \$2,800

The eligibility criteria are:

1. Employee was hired on or prior to ~~June 30~~July 1, 2023, ~~and~~ has been continuously employed through the date of implementation and has successfully completed their probationary period.
2. An ~~E~~mployee holding regular status who has a current performance appraisal of at least "Effective." If a current performance appraisal is not on file with Human Resources, a performance rating of "Effective" will be assumed. ~~Any employee with a less than "Effective" rating on file who receives an updated rating of "Effective" shall receive the raise as soon as practicable subsequent to receipt in Human Resources.~~
3. Employees who received a Memorandum of Counsel notice or a Performance Improvement Plan on or after January 1, 2024, are ineligible.
4. Employees who have received formal discipline (oral reprimand, written reprimand, or suspension) on or after January 1, 2024, are ineligible.
- ~~2-5.~~Employees who have submitted a resignation on or before September 6, 2024, are ineligible.
6. Employee has not received a termination notice or a notice of separation at the time of implementation. Employees on interim or other time-limited appointments are eligible for this salary increase. Employees who have been provided notification of lay off from the university will not be eligible for the salary increase.
- ~~3-7.~~Employees who have received a one-time payment or salary increase as part of the university's wage program for Fiscal Year 2024-25 as a non-unit employee

will not be eligible for any additional one-time payment or salary increase for Fiscal Year 2024-25 under this agreement.

7.2 Other Funds. Salary increases for eligible contract & grant (C&G), auxiliary, local and COM-FPP employees must be paid from the appropriate contract & grant, auxiliary, local or COM-FPP revenues. No E&G funds are provided in support of these payments.

7.3 Nothing contained herein prevents the university from providing salary increases beyond those increases specified.

~~7.4—Consistent with Article 28.1.A, the Parties agree to re-open negotiations for this Article 7 for the Fiscal Year 2024-25 during the week of August 26th with the goal of reaching an agreement by October 11, 2024. In light of that goal, the Parties are tentatively planning on negotiating the following dates in August and September of 2024: August 27, 28, and 29, and September 18, 19, and 20. Should an issue arise where these dates do not work for either of the Parties, the Parties will work to reschedule bargaining sessions in light of the goal to reach an agreement by October 11, 2024.~~

Article 12. ON-CALL AND CALL-BACK

12.1 On-Call Assignment.

A. "On-call" assignment shall be defined as any time when an employee is instructed in writing by management to remain available to work during an off-duty period. An employee who is so instructed shall be required to carry and keep on his/her person the university-provided cell phone or other electronic device in order to be contacted to return to the work location on short notice to perform assigned duties.

B. In an emergency or other unforeseen circumstances, the university may verbally instruct an employee to be on-call for a period of not more than twenty-four (24) consecutive hours. The employee shall not be eligible for on-call payments in excess of the period for which verbal instructions are appropriate.

12.2 On-Call Payment.

A. On-call time is not compensable for purposes of computing overtime; however, travel time to and from work when called back is compensable time.

B. When approved as provided herein, an employee who is required to be on-call shall be compensated by payment of a fee in an amount of ~~one two~~ two dollars ~~(\$1.50)-(\$2.00)~~ per hour for each hour such employee is required to be on-call.

C. An employee who is required to be on-call on a Saturday, Sunday, or university recognized holiday will be compensated by payment of a fee in an amount equal to ~~one-quarter-half (1/4)(1/2)~~ the actual hourly rate of the employee for each hour such employee is required to be available. The on-call rate as referenced in this section shall also apply to university-designated holiday work break days as declared by the president from time to time.

D. If an on-call period is less than two (2) hours, the employee shall be paid for two hours.

12.3 Call-Back. If an employee is called back to perform work beyond the employee's scheduled hours of work for that day, the employee shall be credited with the greater of the actual time worked, including time to and from the employee's home to the assigned work location, or two (2) hours. (Note: This provision shall apply to each call-back.)

Article 13. CHANGE IN ASSIGNMENT

13.1 Procedure.

A. An employee with regular status who meets all university eligibility requirements may apply for a change in assignment to a different position in the same class or in a different class having the same pay range minimum, different work unit, or different shift at the university according to university recruitment procedures. Prior to filling a vacancy, except by demotion or department promotion, the university shall consider all applicable change in assignment requests. When making a decision regarding the granting of a request for a change in assignment, the university shall consider appropriate factors, including, but not limited to, the applicant's length of continuous university service, performance evaluations, work-related awards and achievements, relevant work experience, and education/training.

B. All employees who are interviewed may obtain notice of the university's decision via the university's online recruitment system.

C. Employees who are reassigned under the provisions of this Article shall not ordinarily suffer the loss of pay as a result of such reassignment.

D. An employee with regular status who meets all university eligibility requirements is encouraged to apply for vacant positions for which they meet the minimum requirements as posted to the university talent acquisition system. Hiring managers are highly encouraged to give preference to such applicants in the selection process.

13.2 Notice Upon University Initiated Reassignment. An employee shall normally be given a minimum of twenty-one (21) days' notice prior to the university reassigning the employee. The parties agree, however, that these notice requirements shall not be required during an emergency, when necessary to accommodate modified duty for employees returning from medical leave, or in other extraordinary conditions. Employees who are reassigned by the university's initiative will be paid a lump sum of ~~\$50750.00~~ if the reassignment removes a shift differential and/or moves them to a different campus. UCF campuses are listed as: Main Campus, Lake Nona, Rosen, Downtown, and Cocoa. Open positions will be posted on the UCF website.

13.3 The university retains the right to assign the employee specific duties or tasks, at any time, that are characteristic to the employee's current job classification.