



UCF Board of Trustees

Governance Committee

December 5, 2024

Agenda Item

GOVC-3: Amendments to the 2023-2026 Collective Bargaining Agreement Between the University of Central Florida Board of Trustees and the American Federation of State, County and Municipal Employees (AFSCME).

Proposed Action

The Governance Committee is asked to recommend to the Board of Trustees, on its nonconsent agenda, ratification of the proposed amendments to the 2023-2026 Collective Bargaining Agreement Between the University of Central Florida Board of Trustees and the American Federation of State, County and Municipal Employees (AFSCME).

Authority for Board of Trustees Action

BOG Regulation 1.001(5)(a),(b)

Board of Trustees Policy Presidential Authority and Delegation, Section 5(e)

Supporting Documentation Included

Attachment A: Articles 7, 12, and 13 of the 2023-2026 Collective Bargaining Agreement Between the University of Central Florida Board of Trustees and the American Federation of State, County and Municipal Employees (AFSCME) (redline)

Facilitators/Presenters

Maureen Binder, Associate Vice President and Chief Human Resources Officer

Summary of Key Observations/Recommendations

On September 27, 2024, the UCF Board of Trustees entered into a three-year collective bargaining agreement with AFSCME that expires on September 30, 2026, and pursuant to that agreement, negotiations for reopened articles began August 2024. The parties reached tentative agreement on the articles on October 22, 2024, and the UCF Board of Trustees was notified that the union membership ratified the tentative agreement on November 4, 2024.

Additionally, this contract contains the following changes from the 2023-2026 agreement:

- In Article 7, Wages, all eligible in-unit employees shall receive a \$0.59 per hour merit increase, and employees will receive a one-time payment between \$2,800 and \$3,300 determined by the employees' salary.
- In Article 12, On-Call and Call-Back, an employee who is required to be on-call was increased from \$1.50 per hour to \$2.00 per hour. An employee who is required to be on-call on a Saturday, Sunday, or university recognized holiday, will be compensated one-half the actual hourly rate for each hour they are required to be available.
- In Article 13, Change in Assignment, employees that are reassigned by the university's initiative will be paid a lump sum of \$750 instead of the previous \$500.

All other articles remain status quo.

Additional Background

Florida Board of Governors Regulation 1.001(5)(b) provides that each board of trustees shall act as the sole public employer with regard to all public employees of its university for the purposes of collective bargaining and shall serve as the legislative body for the resolution of impasses with regard to collective bargaining matters. As of July 1, 2024, there are approximately 300 covered AFSCME members represented for purposes of collective bargaining by AFSCME at UCF.

Under the UCF Board of Trustees' Policy on Presidential Authority and Delegation, the Board delegates the administration of collective bargaining agreements and matters to the President, who assigns a collective bargaining team to negotiate agreements. The collective bargaining team for this union is comprised of management and representatives from central human resources and UCF General Counsel. The Chief Human Resources Officer serves as the chief negotiator on behalf of the university.

Implementation Plan

The \$0.59 per hour merit increase and a one-time payment between \$2,800 and \$3,300 will be made to in-unit members as soon as practicable after full ratification, depending on operational processes and year-end deadlines.

Resource Considerations

The total fiscal impact of the collective bargaining agreement is approximately \$462,906, funded from University Education and General Funds.