

1 *Article 24*

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4 24.11 Tapered Employment Program. The University recognizes that faculty  
5 members may wish to adjust their workload as they near retirement, and that  
6 individual faculty member needs may vary.

7 a) Any tapered employment proposal requested by a faculty member may not  
8 contravene other provisions of this Agreement.

9 b) Participation must be reviewed by the respective Dean on an annual basis and  
10 approved in writing unless a multi-year agreement is approved. Multi-year  
11 agreements must be accompanied with a letter from the faculty member confirming  
12 retirement at the end of the agreement.

13 c) No faculty member shall be approved to participate in the Tapered Employment  
14 Program for a period longer than three (3) years.

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16 d) Faculty members must request to participate in the program at least three (3)  
17 months prior to the requested start date of the reduced FTE.

18 ~~This program allows faculty members aged 60 or above to move to a part-time~~  
19 ~~appointment with no change in health benefits and with all rights and privileges~~  
20 ~~provided under this agreement. The purpose of the Tapered Employment Program~~  
21 ~~(TEP) is three-fold: it allows the University to hire new faculty while retaining the~~  
22 ~~accumulated wisdom of the part-time faculty, it allows departments/units to better~~  
23 ~~plan hiring, and it saves costs by encouraging faculty who would otherwise remain~~  
24 ~~full time to become part-time employees.~~

25 ~~(a) Eligibility:~~

26 ~~(e+) To be eligible, faculty members who have reached age must be at~~  
27 ~~least 60 years old and have at least five years of continuous University service.~~

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Date

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28 ~~worked at FSU for a minimum of 5 years. Such~~  
29 ~~eligibility shall begin on the faculty member's 60<sup>th</sup> birthday. Faculty members who~~  
30 ~~decide to participate must provide written notice to the University of such a decision~~  
31 ~~one month prior to the start of tapered employment.~~

32 ~~(2) Faculty members not eligible to participate in the TEP include those~~  
33 ~~who have received notice of non-reappointment, layoff, or termination.~~

34 ~~(3) Salary Increases. Participants shall receive all increases guaranteed to~~  
35 ~~faculty members in established positions, in an amount proportional to their part-~~  
36 ~~time appointment, and shall be eligible for non-guaranteed salary increases on the~~  
37 ~~same basis as other faculty members.~~

38 ~~(4) Preservation of Rights. Participants shall retain all rights, privileges,~~  
39 ~~and benefits of employment, as provided in laws, rules, this Agreement, and~~  
40 ~~University policies, subject to the conditions contained in this Article.~~

41 ~~(5) Payroll Deductions. The UFF payroll deductions, as specified in~~  
42 ~~Article 25, if applicable, shall be continued for a program participant.~~

43 ~~(6) Contracts and Grants. Nothing shall prevent the participant, consistent~~  
44 ~~with law and rule, from contract and grant activity.~~

45 ~~(b) TEP Information Document. The parties agree to jointly develop written~~  
46 ~~information describing the provisions of the Tapered Employment Program in the~~  
47 ~~Agreement. The University shall distribute this written information to faculty~~  
48 ~~members and the UFF Chapter, upon request.~~

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