



The Plain-Language Project

Prologue





Collective Bargaining Agreement

Florida State University

and

United Faculty of Florida
Florida State University
Graduate Assistants United

2018-2021

Collective Bargaining Agreement

The Collective Bargaining Agreement (“CBA”) is the contract between FSU and UFF-FSU-GAU (your union!)

We (your GAU!) bargain the contract on your behalf every year

Every year, 2 “Articles” open automatically for us to bargain: Stipends and Health Insurance.

We can then pick 2 additional “Articles” of the contract to bargain; FSU can also pick 2 of their own.

Every 3 years we can open the WHOLE contract to bargain

This is how you get raises, health insurance, fee relief, workplace protections, &c.

TABLE OF CONTENTS

ARTICLE 1 - Recognition.....	1
ARTICLE 2 - Appointments and Terminations	2
ARTICLE 3 - Employment Performance Evaluation	5
ARTICLE 4 - Graduate Assistant File	7
ARTICLE 5 - Academic Freedom	9
ARTICLE 6 - Workload	10
ARTICLE 7 - Outside Employment or Activity/Additional Employment/Conflict of Interest....	12
ARTICLE 8 - Unlawful Discrimination.....	15
ARTICLE 9 - Copyrights and Patents	16
ARTICLE 10 - Leaves of Absence and Other Leave	17
ARTICLE 11 - Grievance Procedure and Arbitration	19
ARTICLE 12 - Matriculation Fee and Out-of-State Fee Waiver Program.....	28
ARTICLE 13 - Board Rights	29
ARTICLE 14 - GAU Rights.....	30
ARTICLE 15 - Union Deductions	32
ARTICLE 16 - Health Insurance.....	34
ARTICLE 17 - Miscellaneous Provisions	36
ARTICLE 18 - Other Employee Rights.....	37
ARTICLE 19 - Totality of Agreement	39
ARTICLE 20 - Severability	40
ARTICLE 21 - Amendment and Duration.....	41
ARTICLE 22 - Definitions	42
ARTICLE 23 - Stipends	43
ARTICLE 24 - Consultation.....	45
Signature Page.....	46
APPENDIX A	47
APPENDIX B	48
APPENDIX C	49
APPENDIX D.....	51
APPENDIX E	52
APPENDIX F.....	53

Parts of the CBA

There are 24 Articles to the CBA

There are 6 Appendixes to the CBA

And a signature page

Plain-Language Project

Unfortunately, the “CBA” is written in a whole bunch of legalese, with a whole lot of technical terms, not to mention long as heck (54 pages!).

Enter: The Plain-Language Project.

We at your GAU want to put out a plain-language version of the contract.

There will be a **DOCUMENT** that is a plain-language version of the contract;

As well as **VIDEOS** like this, explaining each part of the contract;

And **PDFs** of each Article slideshow.

The Plain-Language Project

We want to put out 24 plain-language articles, with 24 videos

6 Appendix plain-language explains, with 6 videos

A video explaining the signature and ratification process

And kick it all off with... This! The Prologue.