
2026 – 2027

Supplemental Agreement to the
2025-2028 Collective Bargaining Agreement

Between

Florida State University Board of Trustees

And

United Faculty of Florida

Florida State University

Graduate Assistants United

FSU and UFF-FSU-GAU Collective Bargaining 2026-2027 Collective Bargaining Agreement Reopener Summation

Term of Collective Bargaining Agreement:

July 1, 2026 – June 30, 2027

Recent Events:

On September 11, 2026, parties tentatively agreed on the 2026-2027 Collective Bargaining Agreement. Notification that the Collective Bargaining Agreement was ratified by GAU members was received on September 25, 2026.

Changes to the Collective Bargaining Agreement:

- **Article 14, GAU Rights**

- Inserted language clarifying that GAU Supplemental appointments are no longer permissible under Florida Statute. Language included reinstatement of supplemental appointments should the law change.

- **Article 16, Health insurance**

- Maintained current subsidy percentage amounts and updated dates.

- **Article 22, Stipends**

- Increased the minimum stipend to \$20,000.
- One-time non-recurring bonus of \$1,000 less applicable taxes for Graduate Assistants with at least 0.50 FTE.
- One-time non-recurring bonus of \$500 less applicable taxes for Graduate Assistants with an appointment between 0.25 FTE and 0.49 FTE.

ARTICLE 14

GAU RIGHTS

14.1 University Facilities. UFF-FSU-GAU shall have the right to use University facilities for meetings and all other services on the same basis as they are generally available to other University-related organizations.

A. University-related organizations are defined as follows: University-related Groups and Organizations. Those groups and organizations may or may not receive budgetary support. Examples of such groups include: student organizations, honor societies, fraternities, sororities, alumni associations, faculty committees, career service staff council, direct support organizations, the United Faculty of Florida, etc.

B. UFF-FSU-GAU shall be permitted to host a table at Graduate School Orientation administered by the Graduate School. At all orientation meetings expressly for graduate assistants (including departmental meetings and the international student orientation), the UFF-FSU-GAU shall be permitted to make presentations of reasonable length and to distribute informational material from the UFF-FSU-GAU. Upon request, the University shall provide the most recent version of any existing list of Graduate Directors. These presentations shall be for the purpose of introducing attendees to UFF-FSU-GAU representatives, informing employees of their rights under the Agreement, and discussing the role UFF-FSU-GAU plays in representing graduate assistants. Discussion of labor/management disputes will not be permitted; discussion of grievance as a service the Union offers graduate assistants is permitted.

C. UFF-FSU-GAU shall be permitted to host a table at the Graduate Resource Fair and other events hosted by the Graduate Resource Center.

14.2 Bulletin Boards. UFF-FSU-GAU may post bulletins and notices relevant to its position as the collective bargaining representative of the employees on a reasonable number of existing bulletin boards. Specific locations shall be mutually selected by the FSU-BOT or its representatives and the UFF-FSU-GAU. Materials placed on designated bulletin boards may not be used for election campaigns for public office or for exclusive representation campaigns. All materials placed on the designated bulletin boards shall bear the date of posting and may be removed by the Board or its representatives after having been posted for a period of thirty (30) days.

A. The University shall communicate directly to graduate assistants regarding all changes to the Agreement and provide the link to the updated Agreement. The announcement should include that the changes are a direct result of negotiations with UFF-FSU-GAU. This

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inclusion should be placed conspicuously within the announcement with font, boldness, and size matching that of the rest of the announcement.

14.3 Office Space. UFF-FSU-GAU shall share an office with the UFF faculty unit and may use conference space on campus.

14.4 Supplemental Appointments for Union Activities.

A. The University agrees to provide 0.75 FTE per semester in the Fall and Spring and 0.50 FTE in the Summer term. The GAU shall use the allocated FTE for supplemental appointments with a minimum FTE of 0.125 FTE and a maximum of 0.25 FTE, per semester during the year to employees designated by UFF-FSU-GAU for the purpose of carrying out UFF-FSU-GAU's obligations in representing employees and administering this Agreement. UFF-FSU-GAU may designate employees to receive these supplemental appointments subject to the following conditions:

(1) The award of supplemental appointments shall be granted in addition to the graduate assistant's assigned duties. The award of a supplemental appointment shall not push the graduate assistant's workload beyond 0.625 FTE, except during the summer term when the workload can be up to 0.75 FTE.

(2) UFF-FSU-GAU shall provide the University with a list of requested designees at least three (3) weeks prior to the first day of classes for the semester. The list will indicate each employee's requested FTE for the supplemental appointment. If required, all RAMP or other employment forms for each designee shall be submitted for processing within 1 week of UFF-FSU-GAU's submission of their list to allow for a timely and organized onboarding process for all supplemental employees.

(3) Employees on supplemental appointments must remain students in good standing at the University during their supplemental appointment.

Upon the failure of UFF-FSU-GAU to provide a list of designees by the specified deadlines, the University may refuse to honor any of the supplemental appointment requests which were submitted late.

B. Employees on supplemental appointments will be compensated for their supplemental appointment at a rate, or prorated amount, corresponding to the minimum stipend amount. Their union activities shall not be evaluated nor taken into consideration by the University in making personnel decisions.

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80 C. Employees on supplemental appointments shall retain all rights and responsibilities as
81 employees, but shall not be considered representatives or agents of the University for any
82 activities undertaken on behalf of UFF-FSU GAU. UFF-FSU-GAU agrees to hold the
83 University harmless for any claims arising from such activities, including the cost of
84 defending against such claims.

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86 D. While Section 447.509(3)-(4), Florida Statutes, is in effect, the supplemental appointments
87 provisions in Article 14.4(A)-(C) have no force or effect. If Section 447.509(3)-(4), Florida
88 Statutes, is struck or enjoined by a court of competent jurisdiction or amended by the
89 legislature to permit such compensation and supplemental appointments, the supplemental
90 appointments for union activities provisions in Articles 14.4 will be reinstated.

91 14.5 Leave for Union Activities. UFF-FSU-GAU representatives elected or otherwise designated
92 by the Union to represent it for official functions shall be granted leave without financial penalty,
93 not to exceed three (3) days per person and fifteen total days per semester, to attend such functions.
94 (A) No more than two (2) employees per department may be granted leave for union activities at
95 any one time.

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ARTICLE 16
HEALTH INSURANCE

16.1 Health Insurance Policy. The parties agree that the university shall offer health insurance, for all graduate assistants, and that available health insurance, dental insurance, and dependent insurance is highly desirable in order to attract quality graduate students to the University.

16.2 Employer's Contribution to Health Insurance.

A. For the 2026-2027 academic year, the University will pay a portion of the student health insurance premium for individual coverage of those employees on at least a 0.25 FTE appointment for the fall and spring semesters who are not enrolled in any other state or University health insurance program and who elect coverage under the Student Health Insurance Plan. The employee is responsible for payment of the remainder of the insurance premium for coverage selected by the employee, which will be collected via payroll deduction on a pre-tax basis. Payroll deduction is the method for employees to pay for their portion of the health insurance premium. Only under limited circumstances will exceptions be made allowing for a payment to occur outside of the payroll deduction process, and, in such cases, applicable taxes will apply. Any such exceptions will not be made after 90 days beyond the start of the subsequent semester. Employees who elected to pay for their premium, in whole or in part, prior to ratification of this article shall be refunded by Student Financial Services so that they may be eligible for the subsidy. The employer shall cover the entire cost for health insurance, excluding dental, vision, and dependent coverage will be paid according to the following:

2026-2027 academic year:

Domestic students

- 79.9% of the total premium for employees on at least a 0.50 FTE appointment for both the fall and spring semesters.
- 57.9% of the total premium for employees on at least a 0.25 FTE appointment for both the fall and spring semesters
- 64.7% of the total premium for employees on at least a 0.25 FTE appointment for either the fall or spring semesters and on a 0.50 FTE appointment for the other semester

International Students

- 79.9% of the total premium for employees on at least a 0.50 FTE appointment for both the fall and spring semesters.
- 58.2% of the total premium for employees on at least a 0.25 FTE appointment for both the fall and spring semester.
- 64.9% of the total premium for employees on at least a 0.25 FTE appointment for either the fall or spring semesters and on a 0.50 FTE appointment for the other semester.

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B. The University contribution to the student health insurance premium shall be paid directly to the insurance company along with the amount collected from the employee via payroll deduction. The University contribution to the student health insurance premium shall be applied twice per year, once in the fall semester and once in the spring semester. The amount deducted from each paycheck shall be determined according to the FTE of the employee, as specified above in 16.2(A), and may be adjusted in accordance with Article 16.3 (B).

C. The parties agree to reopen this article for immediate negotiations if federal guidance is issued that specifies the health insurance subsidy cannot be provided as a pre-tax benefit as stipulated above in 16.2(A).

16.3 Payment of the employer contribution will be discontinued or reduced as applicable under the following circumstances:

A. cessation of the appointment.

B. reduction of or adjustment to the appointment to less than 0.50 FTE or less than 0.25 FTE, as applicable, at any point during the academic year.

C. completion of the hours specified for completion of the degree requirements of the program in which the employee is enrolled; or

D. Failure of the employee to pay the employee portion of the insurance premium when due.

16.4 Health Insurance Committee. The UFF-FSU-GAU President will appoint two (2) employees to serve on the University's Student Health Insurance Committee.

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ARTICLE 22
STIPENDS

22.1 Minimum Stipend. The minimum stipend shall be as follows:

A. Rates. Effective October 23, 2026, each graduate assistant on a 0.50 FTE academic year appointment will be guaranteed a minimum stipend of \$20,000 or prorated to that value in accordance with Article 22.1 (B) with a minimum of \$25.65 per hour. Each graduate assistant on a 0.25 FTE academic year appointment will be guaranteed the listed minimum stipend of \$10,000 or prorated to that value in accordance with Article 22.1 (B) with a minimum of \$25.65 per Hour.

B. Stipend Rates shall be prorated by FTE and appointment period.

C. Competitive Pay Adjustment.

(1) For Fiscal Year 2025-2026, graduate assistants will receive a 2.0% increase in pay. Graduate assistants must be in active payroll status on the effective date of the increase in order to be eligible. The increase will be effective October 24, 2025

D. For Fiscal Year 2026-2027, each eligible graduate assistant with a combined FTE of at least 0.50 will receive a one-time, non-recurring bonus in the amount of \$1,000, less applicable taxes and deductions. Each eligible graduate assistant with a combined FTE between 0.25 FTE and 0.49 FTE will receive a one-time, non-recurring bonus of \$500, less applicable taxes and deductions. The bonuses will be effective October 23, 2026.

22.2 Graduate assistants on contracts or grants shall receive salary increases equivalent to similar graduate assistants on regular funding, provided that such salary increases are permitted by the terms of the contract or grant, and adequate funds are available for this purpose in the contract or grant. Nothing contained herein shall prevent employees whose salaries are funded by grant agencies or auxiliary funds from being allotted raises higher than those provided in this Agreement. Distribution of increases for graduate assistants on contracts or grants shall be in compliance with all applicable federal rules and regulations.

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22.3 Initial Payment. Employees shall receive their first paycheck based on their effective date of appointment and according to the payroll calendar schedule established by Human Resources. Appointments with an effective start date in a pay period will be processed for the next pay cycle so long as all appointment paperwork is received by Human Resources by the associated paperwork deadline.

22.4 Departmental Discretion to Provide Stipend Increases. Nothing contained herein shall prevent departments from paying stipends higher than the minimum specified above or from providing stipend increases during the term of this collective bargaining Agreement.

A. Departments that provide stipend increases beyond those contained in this article, shall have a written policy on the eligibility requirements and effective dates for such increases in their departmental Graduate Handbook.

B. Departments that draft a new policy, or make changes to an existing policy required by 23.4A shall notify Faculty Relations in the Office of Human Resources of the proposed changes and provide at least one semester's notice of the change in policy to affected graduate assistants.

C. Notwithstanding any changes made to such policies, graduate assistants may elect to be subject to the policy in effect on their original date of hire.

22.5 Tuition Payment Plan. The parties agree that the University shall offer a Graduate Assistant Tuition Plan year-round. This tuition plan shall permit all GAs employed by FSU to defer the due date for tuition and fees (including the \$5 FSUCard Fee) until the end of the term. The Tuition Payment Plan shall also offer the option to enroll in payroll deductions for participants.

22.6 Graduate Assistant Fee Relief. The University shall provide a scholarship to graduate students with a qualifying appointment. To qualify for the scholarship, a graduate assistant must be enrolled in a degree seeking program for an appointment of at least 0.25 FTE. The scholarship shall be provided according to the following:

- (1) \$250 for Graduate Assistants with an appointment of 0.50 FTE and above.
- (2) \$125 for Graduate Assistants with an appointment of 0.25 FTE – 0.49 FTE

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