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# **2022 - 2023 Supplemental Agreement to**

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## **Collective Bargaining Agreement**

**between**

**Florida State University**

**and**

**Florida Nurses Association,  
Office & Professional Employees International Union,  
Local 713, AFL-CIO**

**Professional Health Care Unit**

**Approved for Florida State University**

DocuSigned by:

*Richard McCullough*

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**Richard McCullough  
President, Florida State University**

8/4/2022 | 2:46 PM EDT

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**Date**

A 2022-2023 Reopener  
FSU Proposal # 18-4  
June 28, 2022

**ARTICLE 18**  
**WAGES**

For fiscal years 2022-2023 and 2023-2024, the University will implement the following pay adjustments. Both parties agree that wages for fiscal year 2023-2024 will not be reopened unless mutually agreed to.

18.1 The University will implement a one-time pay adjustment effective August 5, 2022, for any employee working in the classification of Registered Nurse at University Health Services earning less than \$50,000 as of August 5, 2022, to bring the employee's base rate of pay to \$50,000.

A. In addition, each eligible in-unit employee working in the classification of Registered Nurse at University Health Services will receive a one-time \$500 pay adjustment effective August 5, 2022, for each year of relevant work experience. The pay adjustment will be calculated on the minimum annual salary of \$50,000, regardless of the employee's current base salary.

B. The total pay adjustment for in-unit employees in the classification of Registered Nurse at University Health Services will be a minimum of 5%.

18.2 The University will implement a one-time pay adjustment effective August 5, 2022, for any employee working in the classification of Registered Nurse Supervisor at University Health Services earning less than \$70,000, as of August 5, 2022, to bring the employee's base rate of pay to \$70,000.

A. In addition, each eligible in-unit employee working in the classification of Registered Nurse Supervisor at University Health Services will receive a one-time \$700 pay adjustment effective August 5, 2022, for each year of relevant work experience, up to 10 years. The pay adjustment will be calculated on the minimum annual salary of \$70,000, regardless of the employee's current base salary.

B. In addition, each eligible in-unit employee working in the classification of Registered Nurse Supervisor at University Health Services will receive a one-time \$350 pay adjustment effective August 5, 2022, for each year beyond 10 years of relevant work experience. The pay adjustment will be calculated on the minimum annual salary of \$70,000, regardless of the employee's current base salary.

18.3 The University will implement a one-time pay adjustment effective August 5, 2022, for any employee working in the classification of Advanced Practice Registered Nurse at University

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A 2022-2023 Reopener  
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June 28, 2022

Health Services earning less than \$90,000, as of August 5, 2022, to bring the employee's base rate of pay to \$90,000.

- A. In addition, each eligible in-unit employee working in the classification of Advanced Practice Registered Nurse at University Health Services will receive a one-time \$900 pay adjustment effective August 5, 2022, for each year of relevant work experience, up to 10 years. The pay adjustment will be calculated on the minimum annual salary of \$90,000, regardless of the employee's current base salary.
  - B. In addition, each eligible in-unit employee working in the classification of Advanced Practice Registered Nurse at University Health Services will receive a one-time \$450 pay adjustment effective August 5, 2022, for each year beyond 10 years of relevant work experience. The pay adjustment will be calculated on the minimum annual salary of \$90,000, regardless of the employee's current base salary.
  - C. The total pay adjustment for in-unit employees in the classification of Advanced Practice Registered Nurse at University Health Services will be a minimum of 5%.
- 18.4 The University will implement a 5% across the board pay adjustment effective August 5, 2022, for eligible in-unit employees at Florida State University Schools, College of Medicine Family Medicine & Rural Health, FSU Primary Health, and the Center for Prevention and Early Intervention.
- 18.5 If funds are available, the University may award merit or market adjustments to individual employees based on established University criteria.
- 18.6 If funds are available, the University may award non-recurring bonuses to individuals and/or all bargaining unit employees based on established University criteria.
- 18.7 Complaints with respect to the implementation of the pay adjustments under this Article shall not be grievable.

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FNA 2022-2023 Reopener  
FSU Proposal # 19-1  
June 28, 2022

ARTICLE 19  
BENEFITS

19.1 Current Employees.

A. State Employee Health Insurance Program. The University and the FNA support legislation to provide adequate and affordable health care insurance to all employees.

B. Employee Assistance Programs. The following guidelines are applicable to the University's Employee Assistance Programs (EAP).

1. When an employee's EAP participation is designed in conjunction with the employer to improve job performance, then some limited time for participation, as described in University policy, shall be counted as time worked.

2. In requesting and being granted leave to participate in the University EAP, an employee, for the purpose of maintaining confidentiality, need reveal to their supervisor only the fact of such EAP participation.

3. Neither the fact of an employee's participation in an EAP, nor information generated by participation in the program, shall be used as a reason for discipline under Article 6, or as evidence of a performance deficiency within the evaluation process referenced in Article 12, except for information relating to an employee's failure to participate in the EAP consistent with the terms to which the employee and the University have agreed.

19.2 Retired Employees.

A. Employees who retire under the Florida Retirement System shall be eligible, upon request, to receive on the same basis as other employees the following benefits at the University, subject to University Regulations and policies:


- 1. Retired employee identification card;
- 2. Use of the University library (i.e., public rooms, lending and service);

and

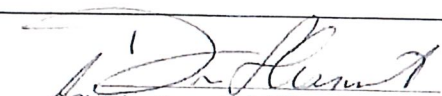
- 3. Placement on designated University mailing lists.

B. In addition, fees may be charged retired employees for the following, and/or access granted to them on a space available basis:

- 1. Use of University recreational facilities;
- 2. A University parking decal; and
- 3. Course enrollment of retired employees 60 years or older who meet Florida residency requirements, without payment of fees, on a space available basis, in accordance with Section 1009.26(4), Florida Statutes.

  
Renisha Gibbs, Chief Negotiator  
Date: 6/28/22

T.A.

  
John Berry, Chief Negotiator  
Date: 6/28/22