

Board of Trustees  
AFSCME Ratification  
March 7, 2023

The new Agreement revises Article 21, the Wages Article, as well as Article 27, the Duration Article. The rest of the Agreement remains the same and there are no re-openers.

In summary, some changes for the new CBA are;

- **Duration** of the agreement, **3 years**.

Wage increase adjustments:

- Tier 1 Wage Increase:
  - Upon ratification (**3/7/2023**): **3% increase** to base wage of each eligible employee.
  - The employee must meet the following criteria:
    - Do not have an overall rating of “Needs Improvement” or “Unsatisfactory” on the most recent performance evaluation of record; and
    - Not on an open Performance Improvement Plan (PIP); and
    - Must be employed on an established position on or before April 1, 2022, and continuously employed through effective date of increase.
- Tier 2 Wage Increase:
  - Upon ratification (**3/7/2023**): The University will provide a specific **one-time targeted increase** to the base wage of the specific bargaining unit employees, **based on local market analysis**.
  - The employee must meet the following criteria:
    - They do not have an overall rating of "Needs Improvement" or "Unsatisfactory" on their most recent performance evaluation of record; and
    - They do not an open Performance Improvement Plan (PIP); and
    - The employee must have been employed as USF in an established position on the date of ratification of the Agreement by the Board of Trustees and at the time the base increase is implemented.
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  - Year **2023/2024**: **2.5% increase** to base wage of each eligible employee.
  - The employee must meet the following criteria:
    - Has been employee at USF in an established position on or before April 1, 2023, and is continuously employed in an established position at the time the increase is implemented; and
    - They do not have an overall rating of "Needs Improvement" or "Unsatisfactory" on their most recent performance evaluation record; and
    - They do not have an open Performance Improvement Plan (PIP)
  - Year **2024/2025**: **2.5% increase** to base wage of each eligible employee

- The employee must meet the following criteria:
  - Has been employee at USF in an established position on or before April 1, 2024, and is continuously employed in an established position at the time the increase is implemented; and
  - They do not have an overall rating of "Needs Improvement" or "Unsatisfactory" on their most recent performance evaluation record; and
  - They do not have an open Performance Improvement Plan (PIP)
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- Eligible employees appointed to less than full time will receive a prorated amount based on their FTE.