

AGREEMENT

Between

The Board of Trustees of St. Petersburg College

And

The Service Employees International Union (SEIU)

Florida Public Services Union, Change to Win

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PREAMBLE

This Agreement is entered into by and between The Board of Trustees (the “Board”) of St. Petersburg College (the “College,” the “Employer,” “Management,” or “SPC”) and the Service Employees International Union Florida Public Services Union, Change to Win (“SEIU,” or the “Union”).

SPC and SEIU recognize the College’s mission is to provide the highest quality of educational services to the community served, and each acknowledges the responsibility and obligations of the other toward these objectives. Both pledge their commitment to maintaining the highest level of professional standards of knowledge, integrity and dedication. The foundation for all decisions and actions of the College and SEIU is to provide the highest quality of education for students.

The parties agree that SPC is one College and is considered one employer. All terms, conditions, and provisions of this Agreement are to be applied College-wide, unless expressly provided otherwise.

ARTICLE 1

RECOGNITION

Section 1. Pursuant to and in accordance with all applicable provisions of the Public Employees Relations Act, Chapter 447, Part II, Florida Statutes, the College recognizes the Service Employees International Union Florida Public Services Union, Change to Win, as the exclusive bargaining representative of employees of the College in the bargaining unit defined below.

Section 2. Pursuant to PERC Certification Number 19E-343, the bargaining unit covered by this Agreement consists of all part-time adjunct faculty employed by the College who teach at least one college credit bearing course.

Excluded from the bargaining unit are all other faculty, including tenured and tenure-track faculty, full-time faculty, instructors for trainings operated by the Southeastern Public Safety Institute, full-time employees of the College who also teach a class as an adjunct instructor, deans, associate deans, provosts, employees covered by any existing collective bargaining agreement at the College, supervisory and managerial employees, and all other employees of the College.

ARTICLE 2

ACADEMIC FREEDOM AND RESPONSIBILITIES

Academic freedom in the collegiate environment is an essential component of teaching and learning. Faculty are afforded the freedom to cultivate a spirit of inquiry in an atmosphere where ideas, opinions and creativity are valued and scholarly analysis encouraged. Faculty are free in their classroom, research and public expression to exercise and embrace academic freedom.

With academic freedom comes academic responsibility. Faculty members shall exercise their academic freedom with integrity, sensitivity, sound judgment, and a conscientious regard for the rights of others and the best interest of the College.

Full time faculty are encouraged to solicit input on curriculum and materials for classes from adjunct faculty.

SPC courses must be taught so as to comply with previously approved course descriptions, objectives, and content. The objectives and content for a particular course must be the same on all SPC campuses and sites where the course is taught.

The selection and adoption of textbooks and course materials follows the procedure as specified in the College's Board Procedure, P6Hx23-3.912.

Alleged violations of academic freedom are addressed through the personnel grievances process as specified in the College's Board Procedure, P6Hx23-2.021.

ARTICLE 3

BARGAINING REPRESENTATION AND RIGHTS

Section 1. Dues Deduction

SPC will deduct and remit dues to the Union, when authorized, in writing or electronically, on the form included in Appendix A to this Agreement. Authorization for deduction must be received by SPC sixty (60) working days prior to the payroll payment date. SPC will mail a check covering dues deducted from the bargaining unit members from an itemized statement sent by the Union. Such authorization is revocable by the bargaining unit member at any time, upon thirty (30) working days' notice in writing to the SPC Office of Human Resources, with a simultaneous copy provided to SEIU. Authorization shall automatically be in effect again when an employee returns to work after being off payroll or separated. The itemized statements will be sent on the first day of each month and be paid to the SEIU by SPC within thirty (30) working days thereafter.

The Union shall officially notify the College, no later than fifteen (15) working days after any dues change, of the exact amount or percentage of salary of each bargaining unit member's Union dues. Appendix A is hereby incorporated into and made a part of this Agreement.

The Union shall hold the College harmless against any and all claims, demands, and liabilities of any kind whatsoever arising from any action taken or not taken by the Employer, its members, officials, agents, or representatives in complying with this Section or in reliance upon any notice, letter, or written authorization supplied to the Employer pursuant hereto.

Section 2. Use of SPC Resources to Conduct Union Business

Adjunct faculty offices and other work areas may not be used for Union business during the work hours of those involved. For purposes of Union meetings to conduct regular Union business, SEIU may use SPC facilities on a space-available basis at no charge during the hours the College is open by utilizing the established reservation procedures of the College. All costs beyond the room charge will be paid by the SEIU.

The Union may distribute materials, supplied concurrently to administrative professional over Human Resources, that clearly identify that SEIU is the author and responsible for the document. In addition, SEIU may distribute Union messages to the individual e-mail accounts of bargaining unit members so long as: (1) a copy of all messages distributed is supplied concurrently to Human Resources, and (2) all messages clearly identify that SEIU is the author and responsible for its content. SEIU may distribute Union messages to the individual phone mail boxes of bargaining unit members a maximum of once a week, as long as: (1) a copy of all messages distributed is supplied concurrently to Human Resources, and (2) all messages clearly identify that SEIU is the author and responsible for its content. SPC internal mail services, SPC equipment (including, without limitation, copiers, duplicating processes, printers, etc.), SPC personnel, and/or SPC materials are not to be utilized by SEIU. No commercial or political solicitations, or derogatory or inflammatory material, shall be permitted.

The Union agrees that all posted materials which relate directly to adjunct faculty at SPC, phone mail messages, and e-mail boxes will be limited to official SEIU Union business and restricted to the following: notices of Union meetings, notices of Union elections or appointments, notices of Union recreational or social affairs, results of Union elections, and Union news. This section shall not be interpreted to compromise, in any way, the limitations on solicitation and distribution activity set forth in Section 447.509 Florida Statutes. Such postings and distribution must have SEIU approval, as indicated by the signature of the Union President, or designee, on the materials posted and/or distributed. In the case of e-mail and phone mail, such postings and distribution must originate from a computer or phone mail box (office or home) bearing identification of the Union President, or designee.

Section 3. Access to Information

Upon written request from the SEIU President to the office designated by SPC for such purpose, public records will be made available to the Union for inspection at reasonable times and places. When feasible, such documents will be produced within twenty (20) working days. SPC shall be permitted to charge for such services and for copies as permitted by law.

Section 4. Non-discrimination

SPC recognizes the applicable laws and regulations prohibiting the discrimination or harassment against any faculty member with regard to the material terms of employment because of affiliation with SEIU. Likewise, SEIU will not discriminate against or harass faculty who choose not to join the Union and/or participate in its activities.

ARTICLE 4

GENERAL PROVISIONS

Section 1. Non-discrimination

The College and SEIU agree that the parties must be exemplary in expression and practice of the democratic ideal. The College and SEIU shall not discriminate against any bargaining unit employee, or applicant for bargaining unit employment or membership in SEIU on the basis of race, religion, color, age, national origin, ethnicity, pregnancy, gender, sexual orientation, gender identity, disability, marital status, genetic information, veteran's status, or membership in or association with the lawful activities of any organization. The College and SEIU agree to comply with all federal, state, and local laws prohibiting discrimination. Complaints of discrimination or harassment should be directed to the Director of Equity, Diversity and Inclusion/Title IX Coordinator. Complaints of discrimination or harassment may be addressed through the procedures provided under state and/or federal law and not through the grievance and arbitration provisions.

Section 2. Severability

If any word, phrase, or provision of this Agreement or any application thereof shall be declared or rendered null, void, or invalid through court action or federal, state, or local law. Such word, phrase, provision, or application will only be deemed valid and subsisting to the extent permitted by law, but all other words, phrases, provisions and applications will continue in full force and effect. The parties shall mutually agree on a date to re- negotiate in good faith the provisions affected by any such judgment or law.

Section 3. Masculine/Feminine and Singular/Plural Pronouns

The use of masculine pronouns may be understood to mean feminine pronouns and vice versa, and the use of singular pronouns may be understood to mean plural pronouns in this Agreement. The use of they, them, and their are gender neutral and can be used as well.

ARTICLE 5

GRIEVANCE PROCEDURES

Section 1. Purpose

The parties agree that a prompt and efficient procedure for the investigation and resolution of grievances, in accordance with Chapter 447 of the Florida Statutes, can best promote a harmonious and cooperative relationship between the parties. The orderly process set forth in this Article shall be the sole method for the resolution of grievances.

Section 2. Definition

A grievance is a dispute concerning the interpretation, application, or claimed violation of a specific term or provision of this Agreement.

Section 3. Individual/SEIU Grievances

The Union shall have the right to file and pursue grievances on behalf of individual faculty members, in accordance with this Article. SEIU shall have the right to file and pursue grievances on behalf of itself, in accordance with this Article. SEIU and faculty member grievances shall be filed on forms mutually agreed to by the parties. SEIU and employee grievances shall be filed separately in separate grievance documents.

Section 4. Grievance Processing by an Individual or SEIU

Grievance investigation or processing by an individual grievant or SEIU shall be carried out in the off-duty time of all personnel involved. Investigations or processing of grievances on duty time shall occur only with the prior permission of SPC and under such conditions as SPC shall prescribe.

Section 5. Representation

SEIU shall have the right to represent any employee, upon the employee's request, at any step of this grievance procedure, provided, however, that individual employees may, upon notice to SEIU, initiate and represent themselves in processing their own individual grievances. No resolution of an individually processed grievance shall be inconsistent with this Agreement and, for this purpose, SEIU shall receive prior notice on the resolution of any grievance so processed.

Section 6. Non-Applicability of Grievance Procedure

This grievance procedure cannot be used by the Union or any employee to dispute a decision by the College not to assign course(s) to an employee or to dispute a decision by the College not to offer full-time employment.

Section 7. Time Limits and Contents of Grievance

The time limits set forth in this article are of the essence and must be strictly complied with, but may be extended by mutual written agreement of the parties. A grievant's or SEIU's failure to process a grievance within the time limits set forth in this Article shall mean that the grievance shall be treated as withdrawn. Upon the failure of the College to provide a response within the time limits provided in this Article, the grievant or the Union may appeal to the next grievance step. In order to be eligible for processing, a grievance must be timely filed and contain the following:

1. The name of the grievant, whether it is an individual employee or SEIU.
2. The identification of the event or omission that gave rise to the grievance, the time it occurred, and a short, plain statement of the facts surrounding the grievance, with an explanation of how the contract was violated.
3. The citation of the particular sections and subsections of this Agreement (not articles alone) on which the grievant relies.
4. A statement of the precise relief sought.

Section 8. Grievance Process

Grievances, properly and timely filed, shall be processed in accordance with the following procedure. All references to working days in this section shall exclude official College holidays/recesses applicable to bargaining unit members. A "day" shall conclude at 4:30 p.m.

1. Step I. Within twenty (20) working days of the occurrence of the event or omission giving rise to the grievance, or when the faculty member first knew or reasonably should have known of such act or omission, if that date is later, an eligible grievant shall file the grievance document simultaneously with Human Resources and the Program Dean or immediate supervisor. Within ten (10) working days of the receipt of the grievance, the Program Dean or immediate supervisor shall meet with the grievant in an effort to resolve the problem. The Program Dean or immediate supervisor will be allowed ten (10) working days following the meeting to respond to the grievance in writing. This written response may consist of a notation on the grievance document.
2. Step II. If no written response is received by the grievant at Step I, or if the response is not acceptable to the grievant, the grievant may appeal the grievance to Step II. The appeal must be filed within ten (10) working days of the receipt of the answer from the Program Dean or the immediate supervisor or, if no written answer is received, within ten (10) working days after the expiration of the ten (10) working day period specified in Step I. Such appeal shall be in writing and shall include a copy of the grievance filed at Step I and the Step I response, if any. The Step II filing shall be simultaneously filed with Vice President of Academic Affairs or individual designated to hear grievances at Step II, and Human Resources. Once the grievance document has been properly filed at Step II, there shall be fifteen (15) working days in which to provide a written response to the grievant. The written response may consist of a notation on the grievance document. A meeting to discuss the grievance at Step II may be conducted at the discretion of the Vice President of Academic Affairs, or individual designated to hear grievances at Step II.

Notwithstanding the above, all grievances filed by SEIU shall be initially filed at Step II with the Vice President of Academic Affairs within twenty (20) working days of the occurrence of the event or omission giving rise to the grievance, or when the Union first knew or reasonably should have known of such act or omission, if that date is later.

Section 9. Arbitration

Only those grievances that have been processed through the grievance procedure in strict compliance with all of its requirements may be taken to arbitration. If the grievant is not satisfied with the disposition of the grievance at Step II, or if no answer is received within the fifteen (15) working day period applicable to Step II, the grievance may be submitted to arbitration. The arbitration procedure shall be initiated by filing a written request for arbitration with Human Resources within twenty (20) working days after receipt of written disposition at Step II, or, if no answer is received, within twenty (20) working days after the expiration of the Step II fifteen (15) working day period. A copy of the grievance document must be attached to the request. All references to working days in this Article shall exclude the official College holidays and breaks applicable to bargaining unit members.

- A. If an arbitrator cannot be agreed upon, the Federal Mediation and Conciliation Service (sub-region) will be asked to supply a list of seven names from which the parties will alternately strike names until only one remains. The one remaining shall be the arbitrator. The grieving party will strike first.
- B. Each party shall have the right to reject one list of arbitrators in its entirety.
- C. No arbitrator shall have simultaneously more than one grievance involving this Agreement without the parties' consent.
- D. The arbitration will then proceed in accordance with the reasonable orders and requests of the arbitrator, but subject to the following conditions:
 1. The arbitrator shall not have the power to add to, subtract from, modify, or alter the terms of this Agreement.
 2. In any arbitration involving a question of monetary liability, the parties shall have a right to a reasonable time for briefing the case and a decision shall be due within thirty (30) working days after the date set for filing briefs.
 3. Neither party will present evidence regarding offers to settle or compromise a grievance.
 4. All costs of any arbitration, including the arbitrator's fees and expenses, cost of reports and transcripts (which shall be made available at the request of either party), and cost of meeting rooms shall be borne equally by the College and the grievant or SEIU, unless otherwise agreed by the parties.
 5. The arbitrator's decision shall be final and binding, but only to the extent required by applicable law.
 6. The arbitrator shall be empowered to make reasonable orders so that the matter can be expeditiously resolved but shall accommodate the parties within reason as to hearing dates and continuances, where need is shown.

7. In cases of individual employees seeking to arbitrate a grievance, the employee will provide a deposit of \$3,500 to the arbitrator within 10 days of his/her selection. Failure to do so will result in the grievance being treated as withdrawn.

Section 10. Election of Remedies

The commencement of a legal proceeding against SPC or any managerial employee of SPC or any member of the Board of Trustees in a court of law or equity, or before the Florida Public Employees Relations Commission, or any other administrative agency, by SEIU or any bargaining unit member, alleging a violation or violations of this Agreement, shall be deemed a waiver by said unit member(s) or SEIU of the ability to resort to the grievance or arbitration procedure contained herein for the resolution of the alleged violation or violations of this Agreement. A grievant electing to have a discrimination complaint resolved through the grievance/arbitration provisions will execute a formal waiver reflecting that selection.

ARTICLE 6

MANAGEMENT RIGHTS

Section 1. Retention of Management Rights

The Employer retains all powers, rights, authority, duties, and prerogatives conferred upon it by the laws of the State of Florida or enjoyed prior to the execution of this Agreement, except as otherwise stated in this Agreement, which shall include, but are not limited to, the following rights:

1. To establish educational policies and procedures and to ensure the rights and educational opportunities of students;
2. To manage and administratively control the College and its properties, its facilities, and the activities of its employees;
3. To hire all adjunct faculty and, subject to the provisions of law, to determine their qualifications and the conditions of their continued employment, and to promote, assign, and transfer all such faculty;
4. To determine the time and hours of operation and the assignment of all classes and approval of all schedules;
5. To determine the kinds and levels of services to be provided and the methods and means of providing those services, including entering into contract(s) with private vendors for services;
6. To determine staffing patterns;
7. To determine the number and classification of personnel needed;
8. To control and regulate the use of machinery, facilities, equipment, and other property of the College;
9. To determine, establish, increase, reduce, or eliminate the number, location, and operation of programs, departments, divisions, and all other units of the College;
10. To build, move, modify, or close facilities, centers, or campuses;
11. To establish budget procedures and determine budgetary allocations;
12. To determine the methods of raising and using revenue;
13. To take action on any matter in the event of an emergency;
14. To schedule classes and to assign faculty to meet the needs of the students, the community, and the College;
15. To develop, maintain, and enforce administrative rules, procedures, policies, regulations, and practices.

Section 2. Implementation and Exercise of Management Rights

The College agrees to provide notice to the Union electronically of any new or proposed change in Board of Trustees' Rules and Procedures, internal policies or procedures of general application fourteen (14) days prior to implementation, which would affect members of the bargaining unit. Upon request, the parties will negotiate as required by law. Consistent with sound management practice, the College may implement the proposed change while impact negotiations are pending to the extent permitted by Florida law. A request to bargain impact

under this Section must identify the negotiable effects of the changes upon the terms and conditions of employment of the impacted employees and be received within fourteen (14) days of the notice, or if no notice is given, within fourteen (14) days of the date a Union representative became aware of such changes shall be considered timely. Such bargaining shall proceed within ten (10) days of request. The College may implement any such changes prior to the exhaustion of the impasse procedure.

Section 3. Civil Emergency

If, in the sole discretion of the College President, it is determined that a civil emergency condition exists, including but not limited to riots, civil disorders, hurricane conditions, public health emergency, or other catastrophes, the provisions of this Agreement may be suspended by the College President during the time of the declared emergency. The College will notify the Union Office as soon as practical.

ARTICLE 7

CONDITIONS OF EMPLOYMENT

Section 1. No-Strike

The Union agrees not to participate in or endorse strikes, picketing, stoppages, or concerted failure or refusal to perform assigned work by the faculty members covered by this Agreement while this Agreement is in effect.

Any adjunct faculty member who participates in or endorses a strike, a work stoppage, picketing, or concerted failure or refusal to perform assigned work may be disciplined and/or discharged by the College, and the sole and exclusive jurisdiction to review such discipline or discharge shall be provided in the grievance procedure.

It is understood and agreed that, in the event of any violation of this Article, the College shall be entitled to seek and obtain ex parte immediate injunctive relief, provided within 24 hours after receiving written notification from the College that a strike or picketing is in progress on the part of individuals or any group of individuals covered by this Agreement, the Union shall state to the College, in writing, whether it has sanctioned such action. Its prompt disavowal of responsibility, in writing, shall relieve the Union of legal responsibility to the College therefore.

Section 2. Outside Employment

The College recognizes that faculty members may engage in outside employment and consultant activities. An adjunct faculty member shall not engage in outside employment or self-employment which:

1. Conflicts with required work hours at the College.
2. Adversely affects College job performance.
3. Might reasonably be considered to conflict with College goals and objectives in the community.

Adjunct faculty members who have outside employment or self-employment shall not solicit business from students. Adjunct Faculty members who have outside employment or self-employment shall not solicit business from employees during employees' scheduled work hours, nor use any College resources, equipment, or supplies for such purposes. The adjunct faculty member may not use his/her position with the College for personal gain through outside employment. This outside employment shall not bring discredit to the College nor should the name of the College be used to acquire an outside position.

Section 3. Access to Facilities and Resources

Adjunct faculty shall have access to facilities and College resources as follows:

1. **Offices.** While the College cannot guarantee offices, it will provide accommodations for adjunct faculty to meet privately with students. Access to offices, including cubicles and shared spaces will vary depending on the campus.
2. **Parking.** Access to parking will vary depending on the campus according to available parking, need for access cards, and other considerations.
3. **Administrative/Technical Support.** The College will provide adjunct faculty with an email username and password for use when actively teaching. Adjunct faculty members shall have access to campus photocopiers and other technology for official class use, and pursuant to the departmental policies regarding such.
4. All adjunct faculty will be able to receive mail at a designated location on campus during the term(s) they are actively teaching.
5. With the approval of the supervisor, adjunct faculty will have access to audio visual/media support which can include videography, photography, and sound engineering.

ARTICLE 8

ADJUNCT ROSTERS

Section 1. Statement of Intent

The purpose of creating and maintaining adjunct rosters at the academic unit level is to facilitate the identification of qualified, available adjuncts, and to provide assurance to those adjuncts included in the rosters that their names will be readily available for consideration when course openings arise. Both parties recognize the benefits of a roster system that promotes familiarity between academic units and adjuncts, as well as increased efficiency in the hiring process, without limiting the academic unit's flexibility to hire the most qualified individuals.

Section 2.

Adjunct rosters will be created and maintained at the academic unit level, and all decisions regarding composition of the adjunct roster will be at the discretion of the Dean or academic unit head.

Section 3.

An Adjunct will be removed from the roster by the Dean or academic unit head if they have not taught within the previous three consecutive academic terms.

Section 4.

Each academic unit will keep a list of Adjuncts included in the Adjunct roster. The list will include each Adjunct's name, as well as any email address or mailing address provided by the Adjunct for contact purposes. Should an Adjunct's contact information change, it will be the Adjunct's responsibility to provide updated contact information to be included in the roster. The academic unit will make the roster available to adjuncts and the Union within a reasonable time upon request.

Section 5.

Nothing in this article creates any right, interest, or expectancy in any future employment beyond the specific terms of an Adjunct's offer letter. Nothing in this Article is interpreted to limit a department's ability to hire the most qualified Adjuncts from outside of the roster.

ARTICLE 9

TEACHING ASSIGNMENTS

Section 1.

Newly hired Adjuncts shall be hired for a minimum of one academic term/session. The College shall have the discretion to assign Adjuncts in subsequent academic terms/sessions; there is no presumption of assignments in future terms/sessions.

Section 2.

Course section assignments to individual Adjuncts may be based on the following, including, but not limited to, academic credentials, relevant professional experience, expertise, skill set in different teaching modalities (i.e. face-to-face, online, hybrid, lecture/lab), prior student evaluations, faculty evaluations and scheduling availability.

Section 3.

Supervisors may discuss tentative assignments for each term with an Adjunct at any time. Actual assignments will be made in writing to each Adjunct at least two weeks before the beginning of the term/semester. Once an assignment has been made in writing, the assignment cannot be cancelled to give as an overload assignment to full time faculty.

Section 4.

Adjuncts who are provided notice of a section assignment for a term within two weeks of the start of the section shall notify the supervisor of their acceptance or refusal of assignment within one working day of receiving the written notice, or the section assignment offered may be rescinded. In the case of notice of a section assignment made prior to the two weeks before the section start, the Adjunct shall notify the supervisor of their acceptance or refusal of assignment within three working days of receiving the written notice, or the section assignment may be rescinded.

ARTICLE 10

ADDITIONAL WORK ASSIGNMENTS

College needs may necessitate that additional work assignments be created. These additional work assignments are in addition to the Adjunct's teaching schedule.

- 1) Compensation for bargaining unit members for a work assignment shall be paid at a rate established on the Additional Work Assignment Schedule. Maximum contract hour loads apply.
- 2) The additional work assignment shall be described in an Additional Work Assignment Form. (Appendix B)
- 3) Payroll periods for additional work pay shall be twice monthly corresponding to regular pay dates during the period the additional work is performed.
- 4) An Adjunct may volunteer to participate in College activities. Participation in College activities will not be presumed to be an additional work assignment or eligible for compensation.

ARTICLE 11

PREFERENCE FOR FULL-TIME FACULTY POSITIONS

Adjuncts with at least five years of continuous instruction within the same academic unit or department will be granted a first-round interview for any full-time faculty position which

she/he is qualified and has formally applied. In such case, there shall be no guarantee of fulltime employment.

ARTICLE 12

DURATION OF AGREEMENT

This Agreement shall become effective when ratified by employees in the bargaining unit and by the College. The Agreement will be in effect for three (3) years at the date of becoming effective, subject to the following:

1) Re-openers

This Agreement shall be reopened in for a period of thirty (30) days for that academic year. The Articles for consideration during the re-opened period are limited to the following:

- a) For Union, Compensation; Article 10, Additional Work Assignments; and Article 9, Teaching Assignments.
- b) For Administration, the Administration shall have the option to choose 3 Articles or specific subsections thereof to negotiate. Administration must propose changes to the chosen Article(s) before the first meeting.

During the thirty (30) day period after, Administration and Union shall meet no less than two (2) times in order to discuss the re-opened Articles. Additional meetings require the agreement of the parties. If the Compensation and Additional Work Assignments Articles, and the Administration's chosen Articles or subsections are not tentatively agreed by the end of the thirty (30) day period, then the parties shall proceed directly to the Board for resolution.

ARTICLE 13

ORIENTATION

Union shall have access to Adjuncts covered by this Agreement at Adjunct Orientation(s). Union will be provided with the opportunity to have a breakout room outside of Adjunct Orientation meeting room(s) to allow interested employees to obtain information about the Union during breaks and before and after the meeting(s).

ARTICLE 14

CONSULTATION

Representatives of the College and the Union will meet quarterly during the regular school year at a time convenient to both parties for the purpose of reviewing the administration of this Agreement and to resolve problems that may arise there from. These meetings are not intended for the purpose of negotiation or to bypass the grievance procedure. Further, each party will submit to the other at least 24 hours prior to the meeting, an agenda covering what it wishes to discuss. A meeting can be cancelled by request of either party, and such request shall not be unreasonably denied.

In witness thereof, the parties hereby agree to the foregoing terms.

On behalf of
Service Employees International Union

On behalf of
St. Petersburg College

Name

Thomas Kidwell
Chair, Board of Trustees

Title

Date

Date

Tonjua Williams, Ph.D.
President

Date