

**ARTICLE 25**  
**BENEFITS**

25.1 The State of Florida administers both retirement and health insurance programs for state employees, including University of Florida faculty. The University shall provide to faculty members both retirement and insurance programs under the provisions of State law.

25.2 With respect to retirement programs, both the Optional Retirement Program and the Florida Retirement System shall be available in accordance with state law.

25.3 In addition to the State insurance programs, the University offers domestic partners health coverage. Bargaining unit faculty members are eligible to elect this option on the same terms and conditions available to other University employees.

25.4 Neither the University nor UFF shall interpret the provisions in Section 25.1 as waiving, nor shall they in any way be deemed to waive, any rights either party may have to bargain with respect to the impact of any change in state program offerings.

25.5 New program offerings or the reduction or elimination of existing programs by the University that affect members of the bargaining unit shall be the subject of collective bargaining.

25.6 The University recognizes that faculty members may wish to adjust their workload as they near retirement, and that individual faculty member needs may vary. Any phased retirement proposal requested by a faculty member may not contravene other provisions of the collective bargaining agreement and is subject to written approval by the respective dean.

25.7 The University may offer retirement incentives. The University shall consult with UFF before implementing any such incentives.

25.8 Retirement Credit. Retirement credit for faculty members who are authorized by the University to take uncompensated or partially compensated leaves of absence shall be granted in accordance with State law that exists at the time leave is granted.

25.9 Benefits for Retired Faculty members.

(a) Subject to University policies, faculty members who retire from the University shall be eligible on the same basis as bargaining unit faculty members to receive the following benefits:

- (1) Retired employee identification card;
- (2) Use of the University library (i.e., public rooms, lending and research service);
- (3) Listing in the University directory;
- (4) Placement on designated University mailing lists;

- (5) A University parking decal;
- (6) Use of University recreational facilities (retired faculty members may be charged fees lower than those charged to bargaining unit faculty members for the use of such facilities);
- (7) The right to enroll in courses without payment of fees, on a space available basis;
- (8) A mailbox in the department/unit from which the faculty member retired, subject to space availability;
- (9) University e-mail address;
- (10) A Gatorlink account; and
- (11) All eligible retirees may elect to continue to participate in the State administered insurance plans. Retired faculty members of any State-administered retirement system are entitled to health insurance subsidy payments in accordance applicable state laws with the exception of retirees who participated in the Optional Retirement Program.
- (12) Faculty members who have Graduate Faculty status may keep that status upon retirement and may participate in accordance with department and graduate school policies.

(b) Health Insurance Premiums. At retirement, faculty members have the option of remaining in the health insurance plans offered by the University after retirement governed by eligibility criteria from the State of Florida.

25.10 Pre-tax Programs. To the extent permissible by federal or state law the University shall continue to provide pre-tax programs for faculty members.

25.11 Employee Assistance Program. If the University considers revisions to the EAP, it shall consult with UFF.