

established position, have elected individual health insurance coverage with UCF, and both the employee and the domestic partner must complete a Domestic Partnership Declaration form and attest that:

- (1) They are at least 18 years of age and are mentally competent to consent to a contract.
- (2) They are not legally married to anyone else and are not related.
- (3) They have shared financial responsibilities for at least the past six months.
- (4) The non-employee domestic partner is not employed or is not eligible for health

benefits through his or her employer.

(d) Coverage. Health insurance coverage is in effect for the domestic partner and coverage shall be maintained during any period for which the domestic partner health insurance stipend is paid.

(e) Effective Date. Employees who enroll and are approved by Human Resources-Benefits by the 15th day of any month following ratification of this contract will have an effective date for the stipend beginning with the first pay date in the month following approval.

(f) Additional Provisions. The university will also consider such same-sex domestic partnerships in Family Medical Leaves, Family Sick Leave and Bereavement Leave policies and procedures.

Article 25 (TA 10/5/2012, no changes from white (handshake) book)

ARTICLE 25

UFF INSURANCE DEDUCTION

The University agrees to provide one payroll deduction per employee per pay period for the UFF voluntary economic services programs. It is understood that all such programs and deductions will meet requirements of State and University rules and regulations. The UFF shall provide the University with a written report by July 31 of each year regarding any program requiring payroll deduction. This report shall include the name of the common remitter company, a list of the provider companies that are to receive remittances, the appropriate contact people for the common remitter and associated provider companies, and addresses and phone numbers.

Article 26 (TA 10/5/2012, no changes from white (handshake) book)

ARTICLE 26

PAYROLL DEDUCTION

26.1 Policy. Pursuant to the provisions of Section 447.303, Florida Statutes, 2006, the Board and the UFF hereby agree to the following procedure for the deduction and remittance of the UFF membership dues and other UFF deductions.

26.2 Deductions.

(a) As long as the UFF is the certified bargaining agent for employees at the University, the Board shall deduct, biweekly and without unreasonable interruption (provided the employee has funds