

NOTICE OF PROPOSED RULEMAKING

NAME OF AGENCY: University of Florida

RULE TITLE:	RULE NO.:
University of Florida; Discrimination in Employment Practice, Complaints and Appeal Procedures for Academic Personnel (AP), Technical, Executive, Administrative and Managerial Support (TEAMS) Staff Members, and University Support Personnel System (USPS) Employees	6C1-1.0063
University of Florida; Community Campaign	6C1-1.015
University of Florida; Separations from Employment and Layoff	6C1-1.017
University of Florida; Benefits, Retirement Programs, Employment Services, and Holidays	6C1-1.200
University of Florida; Leaves	6C1-1.201

PURPOSE AND EFFECT:

6C1-1.0063: The amendments revise the system for reporting allegations of unlawful discrimination. **6C1-1.015:** The rule is amended to clarify the authority of the fiscal agent over undesignated contributions. **6C1-1.017:** The amendment clarifies that staff members who are rehired after layoff return as TEAMS employees. **6C1-1.200:** The amendment clarifies existing policies, including clarifying that participating in DROP constitutes a break in service and identifying academic advisors for employees. **6C1-1.201:** The rule is amended to clarify the amount of sick and vacation leave that can be transferred from other institutions and the effect of DROP on sick and vacation leave.

SUMMARY:

6C1-1.0063: Discrimination complaints, however originated, will be forwarded to and investigated by the Director of Human Resources. **6C1-1.015:** Distribution of undesignated contributions may be limited to organizations in the fiscal agent's federation. **6C1-1.017:** Staff members who are rehired after layoff return as TEAMS employees. **6C1-1.200:** A break in service occurs for DROP participants when they end DROP. Employees participating in the TEAMS Employee Development Program will work with an academic advisor from a list maintained by Human Resources. **6C1-1.201:** Amended to clarify the amount of sick and vacation leave (generally not transferable) that can be transferred from other institutions and the effect of DROP on sick and vacation leave if the employee is reemployed.

SUMMARY OF STATEMENT OF ESTIMATED REGULATORY COST: No statement of estimated regulatory costs has been prepared. Any person who wishes to provide information regarding the statement of estimated regulatory costs, or to provide a proposal for a lower cost regulatory alternative must do so in writing within 21 days of this notice.

SPECIFIC AUTHORITY:

6C1-1.0063: 1001.74(4), F.S.
6C1-1.015: 1001.74(4), F.S.
6C1-1.017: 1001.74(4), F.S.
6C1-1.200: 1001.74(4), F.S.

6C1-1.201: 1001.74(4), F.S.

LAW IMPLEMENTED:

6C1-1.0063: 1001.74(19), F.S.
6C1-1.015: 110.181(5), 1001.74(6), (10), (19), F.S.
6C1-1.017: 1001.74(19), 1001.75(3), F.S.
6C1-1.200: 121.091, 1001.74(19), F.S.
6C1-1.201: 1001.74(19), 1001.75(3), F.S.

IF REQUESTED BY 5:00 P.M., WITHIN 21 DAYS OF THE DATE OF THIS NOTICE, A HEARING WILL BE HELD AT THE TIME, DATE AND PLACE SHOWN BELOW (IF NOT REQUESTED, THIS HEARING WILL NOT BE HELD):

TIME AND DATE: March 14, 2005 at 10:00 a.m.

PLACE: J. Wayne Reitz Union, Room 284

THE PERSON TO BE CONTACTED REGARDING THE PROPOSED RULE IS: Mrs. Karon S. Grabel, Clerk of the University, 123 Tigert Hall, University of Florida, Gainesville, Florida 32611.

NAME OF PERSON ORIGINATING PROPOSED RULE: Larry Ellis, Director, Division of Human Resources and James B. Morgan, Director, Business Services

NAME OF SUPERVISOR OR PERSON WHO APPROVED THE PROPOSED RULE: Joseph Glover, Interim Provost and Ed Poppell, Vice President for Finance and Administration

DATE PROPOSED RULE APPROVED BY AGENCY HEAD: March 22, 2005

DATE NOTICE OF PROPOSED RULE DEVELOPMENT PUBLISHED IN THE GAINESVILLE SUN: January 29, 2005