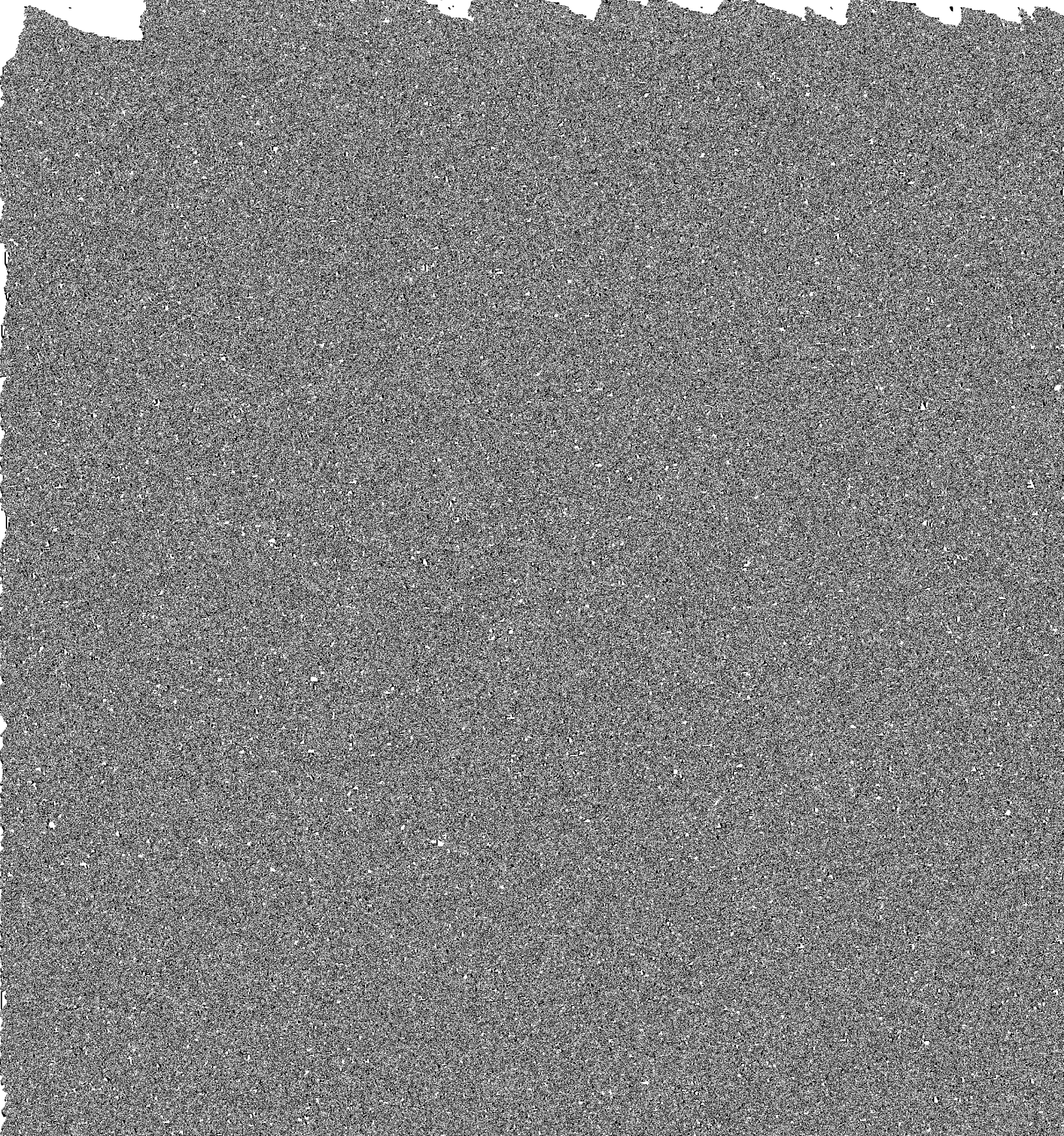


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9) Retroactivity. An arbitrator's award may or may not be retroactive as the equities of each case may demand, but an award shall not be retroactive to a date earlier than the date of the occurrence of the event giving rise to the grievance, and in no case earlier than seven (7) days prior to the date the grievance was initially filed.

E. Time Limits

All time limits may be extended by mutual written agreement of the parties.

ARTICLE 14: COURSE CANCELLATION FEE

14.1 This Article applies only to situations in which an Adjunct has received a written offer from the Department Chair or authorized designee to teach a course, and the course is thereafter cancelled or reassigned at least seven (7) calendar days after the Adjunct has delivered to the Department Chair or authorized designee a written acceptance of the offer. In such situations, Adjuncts will be entitled to a course cancellation fee, as follows:

14.2 If the course is cancelled or reassigned within five (5) business days of the start of the semester, the impacted Adjunct will be entitled to a one-time payment in the amount of three hundred dollars (\$300). The Adjunct will not be entitled to any other amount set forth in the Adjunct's offer letter or otherwise where the course cancellation occurs prior to the start date of the Adjunct's contract.

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IN WITNESS WHEREOF, the

2023

FOR THE UNIVERSITY OF
FLORIDA

DocuSigned by:
Kira E. [Signature]

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Blondell [Signature]



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Dr. S...

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- Amanda McLaughlin 755130*8" &\$"
- Michelle [Signature]
- Craig S. Dawson [Signature]

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