7. What happens after the hearing?

Response: The Special Magistrate issues a recommended decision. If neither party rejects in writing
to any recommendation, then the recommendations become binding. If, however, either party
rejects the recommendation(s) of the Special Magistrate, the disputed issue proceeds to a public
hearing before the Committee of the Legislative Body. In our case, the Legislative Body is the USF
Board of Trustees. The decision of the Legislative Body is captured in a document along with the
tentatively agreed upon items and submitted for ratification by each party, if both vote favorably,
that document effectively serves as an agreement. If one or both sides reject it, the decision of the
Legislative Body will be implemented and will remain in effect until the end of the first full fiscal year
of negotiations. Any items that had been tentatively agreed upon by the parties become invalid
until the end of the first fiscal year when the parties resume negotiations in an effort to reach an
agreement.