

UFF Bargaining Update for April 6, 2018.

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Your bargaining team continues to meet weekly, developing a strategy and arguments to defend and support faculty rights and to improve working conditions. On April 4th the UFF team sent a “package proposal” to the BOT team in advance of our scheduled April 6th meeting. Our package represented serious and thoughtful compromises in the interest of bringing this round of bargaining closer to its end. The UFF and BOT teams met on April 6th to discuss the UFF proposal package (the video and proposals may be viewed at the UFF-UNF website (<http://unf-uff.org/>)).

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Preamble

UFF proposed acceptance of a compromise proposal dated April 6, 2018. The compromise proposal adds “shared governance” to the Preamble.

UFF explained that the inclusion of “shared governance” is meant to conform to university policy as stated in the Strategic Plan and upheld as a *basic principle* on the Faculty Association website. **This language is present in the collective bargaining agreements of every other university in the state university system** and is meant to encourage all participants in collective bargaining to remain mindful of this long standing and essential principle.

Article 9 – Guidelines for Application of University Criteria

UFF Rejected the BOT’s proposal to eliminate guidelines for Teaching and Service. UFF contended that the approval process requires some clarification. Therefore we proposed that the BOT accept UFF’s proposal dated September 1, 2017.

NOTE: Article 9’s allowance for departments to create their own criteria is a waiver of both parties’ rights and this is common practice across all SUS institutions. The guidelines of a given department do not require ratification because the parties waived negotiating at the department level when the parties agreed to Article 9. .

Article 12 - Appointment

UFF proposed acceptance of a compromise proposal dated April 6, 2018. **The proposal language makes clear that faculty returning to the bargaining unit from an administrative position shall not maintain their administrative salaries.**

UFF has pointed out the **no other university in the state system has a policy like this**, and they are able to attract quality candidates. UFF argued that this is a poor use of funds that represents improper priorities and **costs the university large amounts of money that could otherwise go to faculty salaries and fixing compression/inversion.**

Article 14 – Assignment of Responsibilities

UFF rejected the BOT proposal to increase office hours from 5 to 7. **UFF did not accept the BOT’s opinion that faculty are not on campus enough** and pointed out that the BOT has not presented any evidence that there is a legitimate problem.

UFF agreed to incorporate current banking policy into the CBA with the word “nutrition” deleted. All other language would remain status quo. While UFF contends that the banking policy it created is more fair and reasonable than the current policy, the team is glad to have a policy in the collective bargaining agreement where it is now subject to future negotiation. All other language remains status quo. Both teams signed TA (tentative agreement) on this article.

Article 15 – Office Space and Safe Conditions

UFF and the BOT reached agreement on UFF’s proposal as of December 1, 2017. Both teams signed TA (tentative agreement) on this article.

Article 16 – Professional Development and Travel

UFF proposed acceptance of a compromise proposal dated April 6, 2018. The compromise proposal adds transparency with regard to availability and use of Professional Development and Travel funds. All other language would remain status quo.

Article 17 – Summer Appointments and Assignments

UFF proposed acceptance of the UFF proposal as of December 1, 2017. **That proposal seeks to maintain educational integrity and quality by limiting the percentage of courses taught by adjuncts in the summer term to 40%.** The proposal also offers clarification to the priority process when a second course above the first guaranteed course becomes available.

Article 18 – Performance Evaluations

UFF presented a proposal dated April 6, 2018 that retains all original proposed changes and also accepts BOT changes regarding the electronic dossier system and incorporates Carnegie language.

UFF continued to express concerns about language pertaining to “working constructively and collaboratively.” **UFF feels such language is subjective, unmeasurable, and has no place in evaluations meant to focus on accomplishments in research, teaching, and service.** Issues that seem to be of concern to the BOT are better dealt with under “Discipline.”UFF also presented information that the inclusion of “working constructively and collaboratively” in the CBA is contrary to the SMART methodology adopted by the State of Florida for performance evaluations.

Article 19 – Tenure

Article 20 – Promotions for Tenure-Earning and Tenured Faculty

UFF proposed acceptance of proposals dated April 6, 2018, which accepts BOT changes related to the electronic dossier system, incorporates Carnegie language, and proposes a change to the makeup of departmental committees. **After some discussion, the teams achieved a meeting of the minds on Carnegie language.** UFF contended that such changes to the makeup of departmental committees are necessary to assure that all voting members are fully knowledgeable about a candidate and have participated in pertinent discussion.

Article 21 – Promotions and Evaluation for Library Faculty

UFF is awaiting a response to its prior proposal.

Article 22 – Promotions for Instructors and Lecturers

UFF proposed acceptance of proposal dated April 6, 2018 which accepts BOT changes related to the electronic dossier system and incorporates Carnegie language. As no discussion of UFF's proposal had yet taken place, other changes that were included in the proposal as of December 1, 2017 remained.

NOTE: UFF does not oppose addition of Clinical Ranks to this article. **Any viable proposal by the BOT in this regard will be considered.** However, UFF does reject the idea of creating a new article for this group of non-tenure-track faculty members separate from Article 22 and therefore rejects Article X Promotions for Clinical Faculty discussed as of March 1, 2018 as divisive for faculty and a threat to the tenure system.

Article 23 – Leaves

UFF rejected the BOT Parental Leave proposal as of March 1, 2018 and pressed further discussion/negotiation of the UFF Family Leave proposal presented December 1, 2018. UFFs contends that the BOT proposal as of March 1 narrowly focuses on parental (versus family) leave and **worsens rather than improves conditions** for faculty members. UFF pointed out again that **our Family Leave proposal was relatively cost free and provided nothing more than flexibility to faculty when they may need it most.**

Article 28 – Salary Increase and Salary Payments

UFF presented additional data and research in support of increasing faculty salaries. UFF proposed acceptance of a compromise proposal dated April 6, 2018. We proposed a one-time across the board increase that would be based on a 4% salary pool in which each faculty member would receive a 2% increase plus a flat rate determined by equal distribution of 2% of the salary pool. We proposed acceptance of the C&I adjustment formula originally proposed as of March 1, 2018, but adjusting (at this time) associate and full professors who fall below the median in each department and up to a maximum \$5000 adjustment. UFF continues to propose a one-time bonus of \$3000 pending funding and completion of a study to examine gender-based and underrepresented minority-based salary disparities. UFF also continues to propose that former administrators moving to in-unit faculty positions shall either be paid at the median salary of the employees within the same department and rank (external hires) or shall return to his/her salary prior to the administrative appointment plus any salary increases he/she would have qualified for if he/she had remained in the faculty.

Article 37 – Duration

UFF accepted the BOT proposal of December 1, 2017.

Appendices C, F, G, I, and J

UFF proposed keeping current language except for incorrect date (C, F, G, I) and propose leaving date blank.

Appendix H

UFF explained that we cannot agree on Appendix H until we have completed negotiations of Article 21 (see above).