

Important Labor Relations Message

In-unit Faculty [IN-UNIT_FACULTY@LISTSERV.ADMIN.USF.EDU] on behalf of University Communications and Marketing [UCM@USF.EDU]

Sent: Tuesday, June 01, 2010 10:46 AM

To: IN-UNIT_FACULTY@LISTSERV.ADMIN.USF.EDU

Dear Colleague:

As you know, we have been diligently working to negotiate a contract with United Faculty of Florida (UFF). However, today, the USF System negotiating team declared impasse with UFF because we need to move forward with several specific items so that long-overdue faculty award payments and enhanced promotion salary adjustments can be made.

To provide some perspective on what "impasse" means, it is a process that occurs when negotiations are deadlocked. It does not signal anything more than another way of resolving differences. Certainly, we did not anticipate needing to use the impasse process. There have been several positive steps for faculty salaries and benefits over the past year, despite the national recession. The university has negotiated several important new benefits to faculty, including domestic partner benefits, a generous parental leave policy, and an early retirement incentive program. Furthermore, compared to the national average increase in faculty salaries of 1.2%, USF's average faculty salary increased 3.1% during 2009. Based on available data, this increase was greater than that given at any public university in Florida. We had hoped to add to these successes by negotiating the proposals described below, but find that has not been possible.

One note: Salaries are not part of the impasse process - in fact, we have asked UFF today to return to the table so we can bargain in good faith for salaries and other issues of benefit to the faculty at large. For now, the university has declared impasse only on the items below because of our strong commitment to faculty and students.

Specifically, the collective bargaining agreement governs payments for honors and awards as well as promotions. We have determined that we need to go to impasse to state our case that we should make payments to USF system faculty who have won teaching and research awards recommended through a careful review process. We need to move immediately to ensure that our proposed increases in promotion payments and the newly negotiated promotion payments for instructors can be made by the start of the fall semester.

Secondly, we have determined that having a cap of \$12,000 per course (the 12.5% compensation will remain in place) on summer school salaries has, even with less money available, allowed us to offer more summer courses to students while employing a greater number of faculty and graduate students. While it will not affect salaries for this summer, we believe it is important to have this provision available for planning future summer sessions if we are unable to settle on a contract.

There is a third important reason for impasse. Currently, USF funds release time for UFF members engaged in union work by paying the portion of their salary devoted to those activities and providing money for adjunct instruction to cover course releases. This amounts to a subsidy to UFF estimated to be over \$200,000 per year in state funds. We believe the accrual of release time must cease, but propose to make it possible for

UFF to acquire release time by paying the costs of adjunct instruction as well as summer salaries for UFF members engaged in union business. The money saved by the university will be reinvested to further serve our students.

As the impasse process continues over the next few months, we will continue to let you know each stage of the process. We hope to conclude quickly so that faculty who earned enhanced promotion adjustments, as well as teaching and research awards, will get their payments as soon as possible.

The articles at impasse can be found [here](#) under UFF.

USF Bargaining Team

John Dickinson
Kofi Glover
Gerard Solis
Sandy Lovins
Trudie Frecker
John Curran

Dated: June 1, 2010