From: UCM [mailto:ucm@ADMIN.USF.EDU]
Sent: Monday, April 21, 2014 1:48 PM
To: USF Faculty and Staff (Exchange)
Subject: A Message from the USF System Bargaining Team

To the USF Community:

The University's bargaining team has declared impasse in negotiations with the United Faculty of Florida after an unproductive session on April 11, 2014. This was the fourteenth time the parties had met since September of 2012. USF has bargained in good faith, but no meaningful progress is being made at the expense of faculty receiving salary increases. The impasse process will finally resolve the issues at the table and, it is hoped, provide long overdue salary increases to faculty.

UFF Rejected: A Raise Of Up To 2.5% To Faculty Salaries; Restoration Of The Summer Salary Cap; And No Changes To 90% Of The Contract, Including No Changes To Sick Leave Payouts For Existing Employees.

- **SALARY INCREASES** of 2.5% payable upon ratification to virtually all faculty members. This was a 2.5% base salary increase, and not a one-time bonus or payment for just one year. **IN ADDITION** USF committed a pool of funds equal to 1% of all in-unit faculty salaries to fund market adjustments, counteroffers and special achievements and awards.

  Out-of-unit faculty, administration employees and staff have all received, or will promptly receive, raises on top of the legislative increases distributed in October of 2013. It now appears that in-unit faculty will receive no raises outside of the impasse process.

- **NO CHANGE** to the current summer salary rate of 12.5% of a faculty member's nine-month salary, with a cap of $12,500.00. Without this cap it may become financially untenable to broadly make supplemental summer appointments.

- **NO CHANGE** to sick leave accrual rates or payout for current employees. Even current employees who are not yet vested in their sick leave payout would have been eligible for a payout at separation upon completing ten years of service.

- **NO CHANGE** to 90% of the current contract, including no changes to layoff and recall, assignment, and UFF privileges, including release time.

USF Will Make Its Case Directly To The Board Of Trustees Labor Committee To Resolve The Impasse In Bargaining.

The impasse will be ultimately resolved at a hearing before the Board of Trustees Labor Committee, which serves as the Legislative Body. The hearing will be open to the public. A list of frequently asked questions about impasse and bargaining is available here. Updates will be provided as the impasse process continues.