



Bargaining Update--November 17, 2025

Dear Fellow Faculty Members:

The United Faculty of Florida (UFF, representing YOU) and Administration (representing the Board of Trustees, i.e. BOT) bargaining teams met on Friday, Dec. 14, and we may be making progress at last.



The UFF team proposed two things. First, a list of ground rules for how bargaining would be conducted henceforth. The BOT team decided that they were reasonable, and UFF co-chairs Arthur Shapiro and Greg McColm and BOT chief negotiator Michael Mattimore [both signed it.](#)



Second, UFF proposed that both sides “tentatively agree” to the text of the current contract except for promotional raises discussed in Section 8 (on Appointment) and Article 23 (on salary). (In bargaining, the two sides tentatively agree to items until the entire new contract is tentatively agreed to. Then the contract is presented to the employees and to the Board of Trustees; both must vote to ratify it in order for it to come into force.) Those two articles would be bargained later.

Meanwhile, the BOT team responded to the following proposals that UFF had put on the table:

Responding to UFF’s proposal for [Article 6 on Nondiscrimination](#), the BOT team [responded](#) with a proposal that adds text regarding relationships between students and greatly reduced the text on non-sexual

harassment. In addition, grievances under this section must go through the appropriate USF offices first.

The BOT team did not have a response to UFF's proposal for [Article 8](#) on Appointment, although we did discuss promotional raises.

Responding to UFF's proposal [for Article 20 on Grievances and Arbitration](#), the BOT responded with *a proposal* with numerous changes from the UFF proposal, but still including the paragraph saying that if Florida Statute 1001.741 is struck or changed, then the arbitration process for personnel matters comes back. However, the BOT team declined the UFF proposal that absent arbitration, that there be a fact-finding committee to look into grievances prior to Step 2 (Step 2 is the appeal from the initial Step 1); in fact, they propose to do away with Step 2 altogether (!). In addition, in their proposal [for Appendix F on Assignment Disputes](#), they propose to replace the neutral umpire with a president's representative.

Responding to UFF's proposal for [Article 21 on Other Employee Rights](#), the [BOT responded](#) by declining language that the "university shall facilitate acceptance of major or prestigious awards to faculty," but otherwise leaving that article as in the current contract. Both sides then "tentatively agreed" to the BOT proposal; this is the first tentative agreement after a year and a half of bargaining.

The BOT team did not have a response to UFF's proposal for [Article 23 on Salaries](#).

We got good vibrations, and we may be making progress. One major reason is faculty engagement: faculty attended (with T-shirts!) the last Board of Trustees meeting and a growing number of faculty are showing up at the bargaining session. The next bargaining session will be on Monday, December 15, at 2 pm; note that this is one day before grades are due. We may make substantial progress then, but as visible faculty engagement is important, we ask faculty to attend the Board of Trustees meeting on Thursday, December 11, 9:30 am – 12:30 pm, on USF Tampa in Traditions Hall, and we ask faculty to attend (in person!) the December 15 bargaining session.

Thanks to all who came.

A Certification Election During Winter Break

Remember that law (SB 256 2023) that said that every public employees union (except those that the Legislature liked) that didn't have enough dues paying members had to win a certification election **every year**? Remember that certification election that UFF USF won overwhelmingly **last summer**?

We just got a letter from the Public Employees Relations Commission saying that as less than 60% of the employees we represent are dues-paying members, there would be another certification election, likely **by mail from Dec. 29 to Jan 27**.

We will send out more information as we get it. Meanwhile, if you have any feelings about this requirement, feel free to [let your state legislators know](#) - but use your personal phone or computer (that's the law).

Six tickets left ... claim yours today...

SOCCER SOCIAL



Tampa Bay Sun FC vs. Sporting JAX

Dec 6, 2025 at 7:30pm

Riverfront Stadium

1701 N Blvd, Tampa, FL

RSVP by Nov 15 to Steve Lang,
ws.lang@knology.net, with number of tickets

UFF United **University of**
Faculty **South Florida**
of Florida **Chapter**

Bargaining Note

There are now three BOT proposals on the table that the UFF team is considering, and the BOT team is considering the UFF proposal to simply TA all articles except for salary and promotional raises. For more detailed account, see the [list of proposals](#) made thus far.

We believe – and the union lawyers believe – that the only thing that will get the Administration to get serious about bargaining is a show of faculty engagement. **So we ask all faculty to come to the next bargaining session, Monday, Dec. 15, at 2 pm, at a location TBD.**

NOTE: The USF-UFF Chapter website is <http://www.uff.ourusf.org>, and our e-mail address is uff@ourusf.org.

About this broadcast: This Newsletter was broadcast from Constant Contact, and is intended for all USF faculty and professionals in the UFF USF Bargaining Unit

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