



Bargaining Update--April 14, 2025



Dear Fellow Faculty Members,

We, the UFF Bargaining Team, met with the USF Bargaining Team last Friday, April 11, to negotiate the contract. Although we were able to agree on a couple of things (e.g., increase of promotional raises from 9% to 12%), we failed to close the gap concerning merit increases. We had done our homework and showed

that even the 5% increase per year for the next three years we have been asking for is modest in light of the steep decrease in purchasing power during the last three years and the fairly high inflation rate, yet the USF Bargaining Team insisted on its measly 2% per year for each of the three contract years.

We shared the outcome of our faculty surveys with the USF Team, but the USF Team discounted our findings. There seems to be a lack of understanding on part of the USF Team how survey research works; members of the UFF Team and many of the faculty members in the audience were amazed not only at the lack of understanding but also the refusal to listen to those of us who have done survey research for a living (i.e., the UFF Chief Negotiator has a Ph.D. in marketing and worked for one of the largest research companies in the US) and suggested that we send out the CBA for a test or experimental ratification. Having heard from you loud and clear that you will not ratify any contract that offers less than a 5% merit increase, we will absolutely not start that nonsense of a test or experimental ratification.

What You Can Do

And here is where we need you to stand up and show your support. This is what we are asking you to do:

1. We are putting together a new salary



survey and will mail the link to the survey to you via email and snail mail. We need you to answer this survey in large numbers. Once you get the link, make sure to remind your colleagues to take the survey.

2. Once we have revised our article proposals, we will videotape an explanation of our proposals with all the supporting evidence. When you receive the link, share it with your colleagues because not everybody is opening their emails. We can do this! But we need you to show the USF Team that you stand behind your UFF.

3. We need you to show up to our next bargaining meetings in droves. Standing room only would be a treat!

Other items the USF Team rejected include 1) lifting the pay cap on summer classes; 2) making sure that summer teaching is offered to employees instead of adjuncts; 3) promotional raises for research faculty who are not funded by grants; 4) a clause that protects USFSM faculty in case of a merger with New College; 5) moneys for salary equity to address compression/inversion; and 6) removal of the clause that merit increases are contingent on factors faculty cannot control.

Oh, and we were also told by the USF Team that Student Assessments of Instructions have NO or very little impact on annual evaluations, salary increases, promotions, and T&P. If you have been penalized in your annual evaluations, promotions, and T&P because of adverse student assessments of Instructions, please contact us so we can give you the exact language being used by the USF Team.

In solidarity,
Your Chief Negotiator Karin

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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