



Bargaining Update, January 15, 2025



Dear Fellow Faculty Members,

Your UFF-USF Bargaining Team is inviting you to our next bargaining session with the USF, which will take place on Friday, January 17th, 2025, at 10:00am, at USF Tampa, SVC 2070 Second Floor.

During the last session in November 2024, we put our formal salary proposal on the table ([Article 23](#)) as well as revisions to [Article 8](#), which focus on healthier promotional raises for faculty. In the meantime, we were contacted by some of our instructors who argued that promotional raises for instructors should mirror those of tenure-earning/tenured faculty. The issue was that for tenure-earning/tenured faculty, Article 8 included both a percentage increase as well as a fixed dollar-amount increase to the base salary, whereas instructors were only eligible for a percentage increase. We heard YOU, loud and clear, and changed the language accordingly (see yellow highlights in Article 8).

And here is where we need your help. Focusing solely on the much needed pay increases, we have proposed a 5% salary increase for all eligible faculty for each of the three years covered by the new CBA. This comes out to a total increase of 15.76% across the three years in question. This increase might sound high, but it really isn't when you look at the cost of living increases we have experienced in the Tampa Bay Area. More importantly, the USF can easily afford these raises. In 2023, the USF received \$45 million for recurring expenses, this amount was raised to \$50 million for 2024. Since we are now AAU, there is reason to expect another healthy increase in recurring expenses for 2025.

Further, because the union (American Federation of State, County and Municipal Employees, AFSCME) that used to protect eligible non-faculty employees at the USF was decertified by the State of Florida, the USF Administration decided to use this newly found power to privatize the jobs of many of these

employees who were now serving at the whim of the USF. This led to a loss of hundreds of union jobs and is [going to save the USF \\$320 million over the life of the 15-year contract with Compass Group](#). Even though we, at the UFF USF Chapter, strongly condemn this move to privatize union jobs and the resulting damage to the Florida State Pension System as well as the economy and social structure in the Tampa Bay Area, we will use this action by the University to argue that the USF has plenty of cash for halfway decent faculty raises. In addition, if the [BOT can approve a 30% pay increase for USF President Law](#), which translates to \$282,000 and a total annual salary of \$825,000 (not counting the expected bonus of over \$400,000 for 2024), there is no reason to deny faculty raises. Let's not forget that it was us faculty members who made it possible to join the AAU. We don't want pets on the head or nice speeches as thank-you for our **hard work**, we want **hard cash** that helps us pay our bills.

The negative impact of losing AFSCME on some of our non-faculty employees shows how important it is for faculty to have the UFF to protect their interest. Let's face it, we at the UFF are fighting for YOU! And we need YOUR HELP to do so successfully. YOUR HELP means showing up to support the negotiations. The more faculty come to the bargaining meetings, the stronger our voice. YOUR HELP also means that we need those of you who have so far resisted joining and supporting the UFF with your membership dollars to step up and join us. If you look at those state universities where membership is above 60%, you will see higher raises and better working conditions than at the USF. Consider the 1% membership dues an investment in higher raises and job security.

In solidarity,

Your Chief Negotiator Karin Braunsberger

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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