



Bargaining Update, January 20, 2025



Dear Fellow Faculty Members,

As you know, on Friday last week (1/17/2025), we had another bargaining meeting with the USF Bargaining Team. We were surprised, because this meeting was the first positive meeting in this bargaining season. According to the USF Chief Negotiator Michael Mattimore, our salary proposal ([Article 23](#)) is being

taken seriously, and the USF Team seems to accept our promotional raises ([Article 8](#)). They are going to crunch some numbers and look at the USF budget, and then get back to us during the next bargaining meeting on 2/21/2025. We, your UFF Bargaining Team, are cautiously optimistic.

There was a bit of disagreement concerning summer classes, because the USF Bargaining Team did not want to agree to get rid of the \$12,500 per 3-SCH course cap; and they also were not happy about removing the, to us faculty, very vexing term "if practicable" at the end of the following paragraph ([see Article 8.4 E1 Summer Appointments Policy](#)):

"Available supplemental summer appointments shall be offered equitably and as appropriate to qualified employees, not later than five weeks prior to the beginning of the appointment, if practicable, in accordance with written criteria developed by the faculty in each unit which must be approved by the unit chair and college dean. The criteria shall be made available in each department/unit. Employees shall be offered the first right to available supplemental summer instructional appointments, if practicable."

Your UFF Bargaining Team spent quite some time arguing that dropping the "if practicable" is necessary because some of the Deans have a history of hiring only adjuncts to teach summer classes, rather than full-time faculty who need the summer income to pay their bills. The USF Bargaining Team agreed to reconsider, and we, the UFF Bargaining Team, agreed to work

on developing alternative language, if practicable.

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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