



Bargaining Update--Setting the Record Straight--March 10, 2025



Dear Fellow Faculty Members,

This update is in answer to the [Provost's Office status update](#) on bargaining. The reasons we rejected the offer the USF Bargaining Team made on February 21, 2025, were 1) the disappointingly low salary increases of 2% for each of the three contract years; 2) the UFF Team had previously rejected the meager 2% per contract year wage increases; 3) it was a package deal (i.e., take the whole package or leave it) that contained provisions that were unacceptable (e.g., making the paltry salary raises depending on contingencies that faculty cannot control); 4) and the rejection of our proposal to include a pool of funds of \$500,000 per contract year to be distributed as base salary increases to address the compression & conversion inversion of in-unit employee salaries. It is correct that the UFF Team stated that it could not meet again before April 1, 2025. Considering, however, that the USF Bargaining Team suggested a three-month break after the meeting on November 15, 2024, complaining about a 5 ½ week break that encompasses Spring Break seems somewhat contrived.



Further, the information in the Provost's message needs some clarification. The 3% discretionary market increase the University implemented in October 2024 **was bargained by your UFF Bargaining Team as part of the 2021-2024 CBA**. Considering that the last CBA expired on August 7, 2024, we actually did

ask where the 3% increase came from, and the General Counsel's Office stated that Article 23.4 of the 2021-2024 CBA allegedly authorized the University to provide these raises:

23.4 Salary Adjustments.

A. The University shall retain the authority to make salary adjustments for employees for extra compensation and verified counteroffers and to make salary adjustments for market equity, including compression/inversion.

Also, the University shall retain the authority to enter into financial settlements with employees in the settlement of grievances and lawsuits and other disputes. There is no total annual limit on the expenditures in the cases listed above. In addition, the University retains the authority to make salary adjustments and to provide cash bonuses for special achievements and to develop and implement plans to provide additional base salary or lump sum increases for excellence in research, teaching, service and other assigned duties so long as the total expenditures do not exceed 1.0% of the August 7in-unit employee salary base of the year adjustments are made. In addition, any remaining discretionary expenditure authority based on the prior in-unit salary base shall be added to the 1% discretionary base described above.

Since the UFF Bargaining Team negotiated Article 23.4 A of the 2021-2024 CBA, it seems a bit disingenuous to claim that the University provided these raises to us.

To give you an idea about how the UFF Bargaining Team's and the USF Bargaining Team's proposals differ, the below table might help. And keep in mind that we are asking for a 5% increase for each of the three years covered by the contract (a total of 15.76% over three years), whereas the USF Team is offering a measly 2% for each of the three contract years (a total of 6.1% over three years). The table will also show that the USF offer is lower than what we were able to get during the last contract period although inflation has caused faculty to lose purchasing power.

	Academic Year	Amount	Source
Past Increases	2021-2022	Merit lump sum bonus \$2,000	CBA 2021-2024, Article 23.1A
	2022-2023	Merit base increase 3.5%	CBA 2021-2024, Article 23.1A
	2023-2024	Merit base increase 2.0%	CBA 2021-2024, Article 23.1A
	2024-2025	Market equity increase 3.0%	USF Administration, Article 23.4A https://www.usf.edu/hr/employment-resources/employee-labor-relations/cba-bargaining-updates.aspx

PROPOSED			
USF	2025-2026	Merit base increase 2%	Proposed bargaining meeting 2/21/2025
UFF	2025-2026	Merit base increase 5%	Proposed Bargaining meeting 1/17/2025
USF	2026-2027	Merit base increase 2%	Proposed Bargaining meeting 2/21/2025
UFF	2026-2027	Merit base increase 5%	Proposed Bargaining meeting 1/17/2025
USF	2027-2028	Merit base increase 2%	Proposed bargaining meeting 2/21/2025
UFF	2027-2028	Merit base increase 5%	Proposed Bargaining meeting 1/17/2025



We hope this update clarifies for you where we are with bargaining negotiations.

In solidarity,

Your UFF Chief Negotiator Karin Braunsberger

United Faculty of Florida | 30238 USF Holly Dr University of South Florida | Tampa, FL 33620 US

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