

Article 8: Appointment

What USF wants to do:

- Changes in Appointments and Supplemental Appointments.
 - Within (30) calendar days of any proposed changes in appointment terms, listed in 8.3 A (1)- (13), an employee shall receive a written employment document from the University outlining the proposed changes. ~~No such proposed changes shall become effective and binding on the employee, except an increase in salary rate or promotion to a higher rank, unless and until agreed to and accepted in writing by the employee.~~

What UFF answered:

- We are not going to entertain that.

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Article 8: Appointment—continued

UFF proposals:

- Increase promotional raises for tenured faculty and librarians from 9% to 12%.
- Increase promotional raises for non-tenure “Instructor” track and ***non-tenure employees not wholly or in the majority dependent on funded grants*** to 12%.
- Distinguished professors get a raise of 12% upon appointment.

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Article 8: Appointment—continued

UFF proposals:

- Summer Teaching
 - Each unit shall be required to fill at least 80% of supplemental summer appointments with (in-unit) employees. This percentage may be lowered if not enough employees are available to fill summer appointments.
 - Lift \$12,500 cap per 3 SCH course
 - Go back to 12.5% of 9-month salary per 3 SCH course

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Article 8: Appointment—continued

UFF proposals:

- Campus Closure and Relocation
 - In the event that USF Sarasota Manatee and/or USF St. Petersburg are closed, cease operations, or are merged with another university, USF Tampa will provide employees at the respective campus with at least 30 days' written notice of the closure.
 - Following such notification, USF Tampa will offer in-unit employees at the respective campus the opportunity to transfer to a comparable position at USF Tampa's headquarters, located at 4202 E Fowler Ave, Tampa, FL 33620, or any other remaining USF campus.
- Employees must accept or decline the transfer offer within 30 days of the date of the offer.

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Article 21: Other Employee Rights

- UFF proposal:
 - 21. 6 The University shall facilitate acceptance of major or prestigious awards to faculty.

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Article 23: Salaries

- USF has been proposing a 2% merit increase for each of the three (3) contract years (` 6.1% over three years)
- UFF has been asking for a 5% merit increase for each of the three (3) contract years.
 - UFF has provided the rationale for these increases [here](#)

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Article 23: Salaries—continued

- UFF Proposals:

- Pay Plan. Ranked Faculty (Lecturers, Assistant Professor of Instruction, Associate Professors of Instruction, Professors of Instruction, and **Research Assistant Professors, Research Associate Professors, and Research Professors not wholly or in the majority dependent on funded grants** , Assistant Professors, Associate Professors, Professors. and equivalent Librarian ranks); non-ranked faculty; and in-unit Administration employees.
- 5% each year for the three (3) contract years (15.76%).
- The merit increases will be applied after all other raises (e.g., promotional raises, out-of-cycle raises; previously promised raises, etc.) have been factored into an employee's base pay.

Article 23: Salaries—continued

- UFF Proposal—continued

For AY 2025-26, 2026-27, and 2027 -28, a pool of funds in the amount of \$500,000.00 each year shall be distributed as base salary increases to address the compression and/or inversion of in -unit employee salaries. The University will identify individual bargaining unit members who are compressed and/or inverted and determine a methodology to disperse the funds to address compression and inversion in a fair and equitable manner. The University will complete the analysis and share a report with all members of the bargaining unit explaining the allocation methodology no later than at the end of AY 2025-26, 2026-27, and 2027 -28. The funds will be dispersed no later than six weeks after the report has been shared and approved by the UFF for each of the above mentioned AYs, respectively.

Article 23: Salaries—continued

- UFF Proposal—continued
- 23.8 Funding
 - The increases for 2025-26, 2026-27, and 2027-28 contained in this article are contingent upon no reduction in the University’s E&G Funding.
 - In the event of a reduction in E&G, the University will consult with the UFF to determine whether to proceed with the increases described in this article.
 - Increases for tenure and promotion and increases that are committed to prior to the reduction in the University’s E&G funding are unaffected by the same.

Article 23: Salaries—continued

- USF Proposal
- 23.8 Funding.
 - The increases for 2025-2026, 2026-2027, and 2027-2028 contained in this article are contingent upon no reduction in the University’s Performance Based Funding (“PBF”) or preeminent funding as compared to their respective levels on August 1, 2024. PBF and pre-eminent funding levels will be calculated on August 1 in each year of the contract for the purposes of determining if there was a reduction.
 - In the event of a reduction in PBF or pre-eminent funding, the University shall have the sole discretion to determine whether to proceed with the increases described in this article. In the event the University does not proceed with the increases due to reduction in PBF or preeminent funding, the University will notify UFF in writing of its decision (“Notice”). Within thirty (30) days of the University’s Notice, the parties will meet to bargain in good faith for an alternate salary article.
 - Increases for tenure and promotion and increases that are committed to prior to the University’s Notice are unaffected by same.