

**USF - UNITED FACULTY OF FLORIDA**

**BARGAINING SUMMARY FOR THE SENATE**

**WHAT DOES USF WANT?**

**WHAT DOES UFF WANT?**

**MARCH 2022**



# SUMMARY OF BARGAINING SESSIONS

## Website:

<https://uff.ourusf.org/bargaining-a-new-contract/>

## Townhall:

## History/Timeline

<https://youtu.be/c3zpFS8y11s> (10:55)

## BOT Proposals

<https://youtu.be/bF3gi7OMyuU> (15:18).

## Impasse

<https://youtu.be/o-jYW87fnsY> (12:50)



## Bargaining Team

Susan Ariew

Steve Lang

Steve Permuth

Frank Pyrtle

Debbie Sinclair

Brian Turnbull

Sonia Wohlmuth

Chief Negotiator Robert Welker



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## USF Team (usually)

Jim Garey

Olga Joanow\*

Julie Serovich

Gerard Solis\*

Sheri Neshiem

Chief Negotiator John Dickinson\*

\*attorney



# HERE'S WHAT WE HAVE AGREED TO SO FAR\*

## (NOT MUCH)

1. Added the word "Regulations" to Article 1 – *minor word change*
2. Agreed to 20.15 an article to allow Mediation – *rarely used*
3. Agreed to grants rights in 24.7 to transfer the 6 credit hours course credit to family – *minor issue*
4. Agreed to keep 8.4 as *status quo* – USF wanted ability to furlough faculty – *UFF refused*
5. Agreed to keep 13.2 layoff *status quo* – USF wanted to change to a 10-year service window – *UFF refused*

*\*Technically, since we rejected the package proposal – even these are not a done deal.*



# MAJOR ISSUES IN "PACKAGE PROPOSALS" THAT UFF CONSIDERED **POISON PILLS**\*

1. Job abandonment after 3 calendar days instead of the current 12
2. Detrimental changes to *existing* lay off provisions or introduction of potential furloughs (8.4)
3. Restricting employee rights to file a grievance for sexual harassment

**\*Take it or Leave it; literally told that "this is all we are offering"**  
**"you need to sell this to your members"**



# SUBSET OF MAJOR ISSUES THAT USF HAS **IGNORED**: THAT DO NOT INVOLVE DOLLARS\*

1. Faculty control of criteria for annual evaluation, student surveys, analytics
2. Employee personnel records
3. Faculty control of criteria for student grades
4. Summer appointments
5. Assignment dispute process
6. Due process with regard to reporting outside activity (*grievance filed*)
7. Multi-year appointments
8. Letters of counsel, progressive discipline

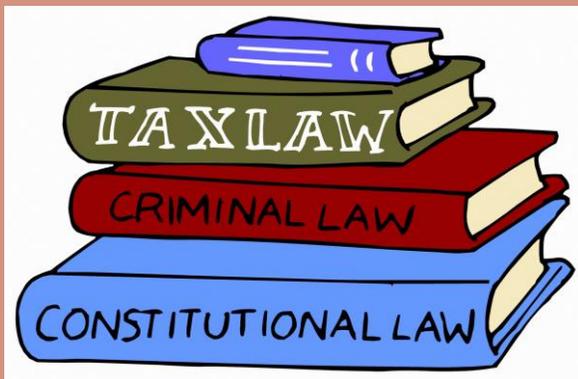
**\*so there's no obvious reason for USF to refuse to bargain articles that do not cost money**



# MAJOR ISSUE # 1: USF AND UFF DISAGREE

## Article 28 Severability

1. This is a waiver that gives the legislature the right to change our contract.
2. This is an untested constitutional question.
3. If we go to impasse, we do not believe that the BOT can impose this article on UFF. UFF and USF can agree to a CBA, but take this one article to impasse.



UFF wants to remove this article, or change it so that legislative issues must be bargained. USF wants legislative mandates to be automatic.  
Example: E Disclose

# MAJOR ISSUE #2: SALARIES



- 1. USF offered a 1.5% salary increase and 2.0% in each of the next 2 years with significant *contingences* based on getting the requested budget in three areas**
- 2. *If USF does not get the money they asked for from the legislature, then the raises are at their discretion!* USF has had ADI for years, and discretion has NOT been used to address compression or equity**
- 3. No one can remember a time that USF has walked in and said, “We got everything we asked for...we’re rich!” UFF considers the *contingencies* as offered unacceptable**
- 4. Surveys suggest that 1.5% will fail to be ratified**

# SALARIES: CONTINUED...



1. **UFF offered 2.0% bonus and 3.0% base salary increase (across the board) for a 1-year contract.\***

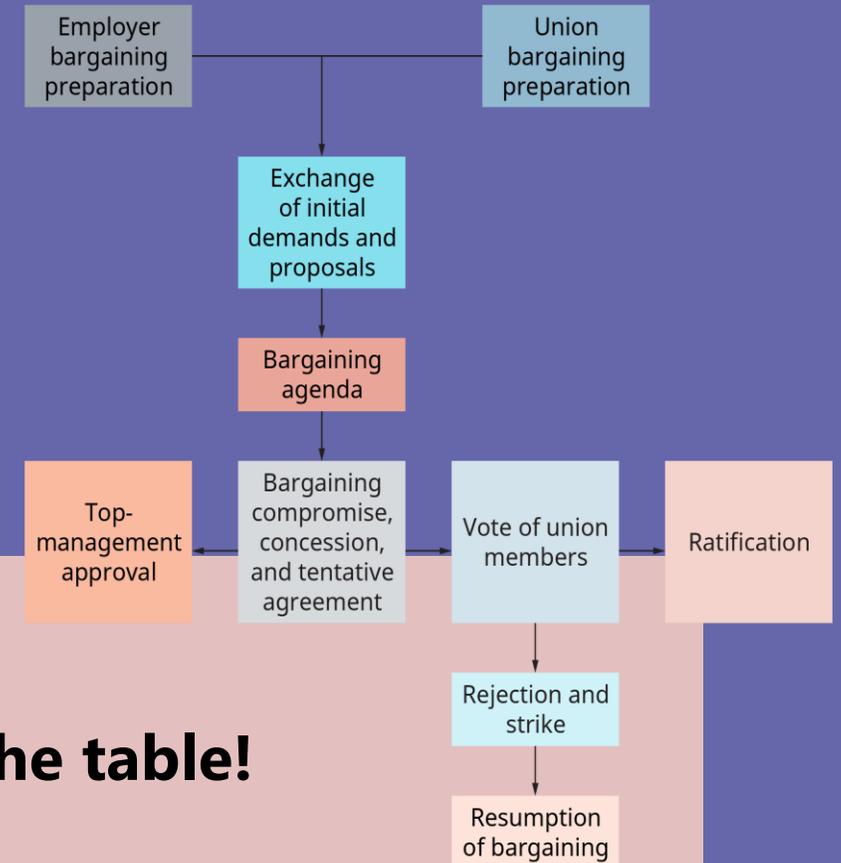
1. **UF reported as 3%,**

2. **UCF reported as \$2,500 bonus and a 2.5% base salary increase.**

3. **USF gave 165 faculty members \$s for “extra duties” (possibly illegally during status quo)**

**\* USF has not responded to the last UFF offer since the last offer**

# BARGAINING...



## Options:

1. **Continue bargaining: UFF still has articles on the table!**
2. **One side or the other declares impasse (complicated)**
3. **Vote to ratify the 1.5% offer from USF and see what happens**

# WHAT DOES USF WANT???



**Frankly, USF has not said what they want other than the "poison pills":**

- 1. USF wants the ability to furlough or appointments**
- 1. USF wants extended ability to lay off**
- 2. USF wants to comply with the whims of the legislature**
- 3. USF wants to pay salaries based on discretion**



# WHAT DOES UFF WANT???



- 1. UFF thinks employees should get an appropriate raise**
- 2. Academic jobs should not be subject to arbitrary legislation**
- 3. USF should consider conditions of employment articles seriously**
- 4. UFF wants a CBA that is ratified and enforceable**

# WHAT HAPPENS IF WE GO TO IMPASSE?

**There's no clear answer:**

- 1. A special magistrate may make non-binding recommendations**
- 2. The USF BOT might impose a contract, but are limited to certain aspects of bargaining**
- 3. Employees might win some and lose some rights**



# WHAT HAPPENS IF WE CONTINUE BARGAINING?

**There's no clear answer:**

- 1. UFF is using chapter grievances, arbitration, and unfair labor practice to defeat new laws or contract violations where employee rights are at stake**
- 2. UFF will continue to press the BOT to get a contract**
- 3. The UFF Bargaining Team cannot recommend ratification of a CBA unless we are willing to vote for it**



# Q & A!!

## What can the Senate do?

1. **Determine how much recurring money is actually available for employee raises.**
2. **Determine how much nonrecurring money is available for employee bonuses.**
3. **Talk to members of the Bargaining Team about issues – all are colleagues at USF!**
4. **Learn the contract process, and join in to get USF to the table.**
5. **When a contract is negotiated, make sure that you read it and vote!**

