

# USF UFF Bargaining

United Faculty of Florida -- USF System Chapter

## United Faculty of Florida - USF Chapter 28 June, 2024

### A Letter from the UFF USF Bargaining Committee

Today, we had a bargaining session with the USF Bargaining Team. We were not impressed, and here are the reasons why.

1. So far, we have had 3-year contracts, USF wants to change that this year to a 1-year contract. Going to the bargaining table every year places a heavy burden on our UFF Bargaining Team who are faculty members just like you.

2. USF offered 3% in salary increases. Let this sink in. USF just received a \$50 million in recurring money and they offer us 3%. I am underwhelmed.

3. USF proposed changes to Article 6 would focus only on discrimination on the basis of union membership. Sexual harassment would be handled by Title IX, whereas all other types of discrimination would be handled by other offices within USF. What could possibly go wrong?

4. USF is proposing changes to Article 8 that are troublesome. According to the proposal, if USF wants to make changes in YOUR appointment, they only have to notify you in writing. The current CBA states that faculty have to agree to these changes and accept them in writing. Look at Article 8.3 A. USF could change any of these elements at will, and YOU would not even be asked if that is okay with YOU. Why, oh why?

See Article 8 and read our current contract for yourself:

[https://uff.ourusf.org/bargaining/Bargaining20\\_22/CBA/CBA%2021-24.htm#A8](https://uff.ourusf.org/bargaining/Bargaining20_22/CBA/CBA%2021-24.htm#A8)

5. I promise that you will (not) love this proposal to change Article 8.4 D. Summer Appointments Policy. What USF wants to eliminate is the following "Employees shall be offered the first right to available supplemental summer instructional appointments, *if practicable*." and "Student enrollment caps for a summer school course shall be no greater than 115% of the cap for the course offered during the prior academic year." Who else has visions of adjuncts teaching our summer courses in huge sections???

6. As you know arbitration has been outlawed for faculty personnel decisions. Which means that grievances stop after the Step 2 Decision made by President Law's Representative. This is the USF proposal: introduce a Step 3 where the final decision would be up to, wait .. do I hear the drum rolls... **another USF Administrator or former**

**administrator.**

This is what we need you to do. Since not everyone reads their emails, please talk to other faculty members about this. Make sure to come to our next bargaining session. This is YOUR contract, YOUR money, and YOUR involvement with bargaining is very important.



Please support your union by joining today. The more members we have, the more clout we have at the bargaining table. To join, [follow this link](#). (It will ask for the numbers on your checks.) If you are a member, thank you, and please consider becoming more active as the weather gets stormier.

NOTE: The USF-UFF Chapter website is <http://www.uff.ourusf.org>, and our e-mail address is [uff@ourusf.org](mailto: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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