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Reminders

The USF Chapter of the United Faculty of Florida will meet tomorrow, Friday, October 20th at 12 pm, on USF St. Petersburg Campus at the University Student Center (USC) in the Palm Room

and on Zoom. On the [agenda](#): Post Tenure Review, preparing for bargaining, the UFF Senate and FEA Assembly meetings and more. Here are [the minutes for the previous meeting](#). Any employee in the Bargaining Unit may attend, but to Zoom in you, must have an invitation: contact [the Chapter Secretary](#) to get one. Meetings and events are [posted on the Events Calendar](#) of the [UFF USF Website](#). Come and check us out.



Upcoming Events

Our Membership Blitz starts Monday, October 23, so come join us at our...

GRADUATE ASSISTANTS UNITED WITH THE UNION

SAVE OUR UNION!

RALLY FOR UNION RIGHTS WITH GAU AND UFF

MARSHALL STUDENT CENTER COURTYARD

MONDAY OCT 23 NOON!



Tailgate Party

And we will be holding a Tailgate at the [November 11 football game](#) between USF and Temple University. All UFF members and UFF USF employees interested in joining UFF, along with family, are invited.. Tickets can be purchased via [Ticketmaster](#). As we would like to know how much food to order for the Tailgate, please RSVP to the [UFF USF Chapter President](#).

Union Membership



If you are not a union member, please [join today](#) (the form connects automatically to the eDues form, so you will want to have your banking information or checkbook information handy). We are stronger standing together in solidarity.



Democracy at Work

The union is a democracy, complete with legislative bodies:

- USF employees *who are members of the United Faculty of Florida* (UFF) vote in the annual election each spring for officers of the USF Chapter (president, vice president, secretary, and treasurer) and representatives (senators and delegates, more on them below).
- Florida higher education employees *who are members of the UFF* vote every other year on officers of the UFF (president, vice president, secretary) and on various representatives to our national affiliates, the American Federation of Teachers (AFT) and the National Education Associate (NEA).

The representatives we elect to represent us in the Florida Education Association (FEA), the AFT, and the NEA, are the ones who elect the officers of those three organizations. For example, next year, delegates of the FEA will elect the president, vice president, and secretary of the FEA.

The representative bodies - the UFF Senate, the FEA Assembly, the AFT Meeting, and the NEA Assembly - are like legislatures. They hear reports, pass a budget, set policy, and occasionally quarrel with their own leadership. That means that they have to meet. Readers may recall a report on the [NEA Representative Assembly](#) in July. In this issue, we take brief looks at the September UFF Senate meeting and last weekend's FEA Delegate Assembly meeting.

The United Faculty of Florida Senate

The United Faculty of Florida (UFF) represents faculty at all twelve institutions within Florida's State University System as well as faculty at seventeen colleges and graduate students at four universities. Each of these 33 chapters elects senators who attend the Senate meeting twice annually. 115 senators met last month, and recent laws - and litigation on those laws - were leading topics.

- **Membership.** New laws ban union dues payment by paycheck deduction and requires that any union have at least 60% of the employees it represents as members. This probably violates the Florida constitution, but litigation is expected to take a while. So while the union is litigating, the focus at the meeting was switching members to [dues payment by eDues](#) and [signing up new members](#).

- **Post Tenure Review.** The Board of Governors of the State University System requires that all eleven universities and New College enact and implement Post Tenure Review (see the [previous Biweekly](#) for details on how it works). Although [the University of North Florida's](#) UFF chapter and Board of Trustees were able to reach an agreement on Post Tenure Review, it is simply being imposed elsewhere - including at USF. The union is litigating this - to protect tenure *and* to make it clear that a Board of Trustees can't unilaterally change a contract (who knows what they would try to change next?) - but once again, litigation is going to take a while.

These are only two of the issues that have led to umpteen lawsuits and Unfair Labor Practice "charges" now being litigated. While the union is working with other organizations on these lawsuits, lawyers cost money, and that's where a lot of dues money is going.

Speaking of money, one report concerned a corporate funded (and dark money-funded) [Freedom Foundation](#) that is [working to undermine American unions](#) - including ours in Florida. The Foundation is contacting union members to advise them of their right to quit the union, and pressing the Commission that hears our Unfair Labor Practice charges to see things their way. [Their way](#) is that, "For too long, corrupt union bosses have controlled America by controlling their members' paychecks. But today, people in all 50 states are coming together to reclaim their freedom." Later, at the FEA Assembly (see below), delegates were told that the Freedom Foundation was targeting the Miami-Dade school district.



< FSU delegates with UFF and FEA leaders

Florida Education Association Assembly

The UFF is only one union "local" in the Florida Education Association (FEA), which represents K-20 teachers all across Florida. Most of its locals represent (employees of) individual school districts - like the [Hillsborough Classroom Teachers Association](#), which represents Hillsborough County K-12 teachers, and the [Pinellas Educational Support Professionals Association](#), which represents Pinellas County school staff. Like the UFF, FEA is a democracy, and 648 delegates met in

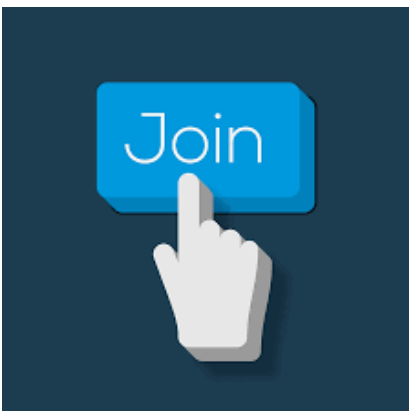
Orlando last weekend to hear reports, pass a budget, consider changes in the bylaws, and set policy. But first, there were speeches.

FEA President Andrew Spar told the Assembly that opponents of public education had tried for decades to persuade parents to send their children to private schools, and after all that effort, less than a tenth of the children were in private schools. The motive for this effort was partly financial: there is a lot of money in public education, and corporations setting up chains of schools wanted a share.

But now there is an effort to control curriculum and school materials. This effort is particularly strong in Florida: 40% of all book bans nationwide are in Florida. But Spar told the Assembly, "They have been coming after public education for decades, and unions have stood in the way."

The Assembly passed fifteen New Business Items, including pressing the Florida Department of Education on youth mental health support, pressing for enforcing class size restrictions, defending academic freedom, and defending diversity / equity / inclusion efforts.

But the strength of a union comes from its membership, and a union's ability to serve the employees that they represent depends on those employees being engaged. Membership provides resources in the form of volunteers - and money to pay for staff, lawyers, meetings like the Assembly, etc. The FEA handed out four Platinum Awards to units that recruited the most new members. One of the recipients was the Florida State University chapter of UFF, which recruited 259 new members over the last year, a 111% increase.



USF Membership

The USF chapter of UFF still has more members than the FSU chapter, but we did not win *any* membership awards. C'mon, everyone! (If you are not a member, [join today!](#))

USF United Support Fund for USF



Food Pantries

Many of our students are struggling and the USF Foundation is supporting the [USF Food Pantries](#) to help out. They are accepting non-perishable donations, but one can also make monetary donations for the pantries at all three campuses.

Reminders

Grievances

If you have been the victim of a violation of the [Collective Bargaining Agreement](#), you have thirty days from the time you knew or should have known of the violation to file a grievance. If you are, and at the time of the violation were, a dues-paying member of the United Faculty of Florida, you have the right to union representation. To contact the UFF USF Grievance Committee, go to the [Grievances Page](#). Don't forget: UFF can only represent an employee in a grievance if that employee was a member at the time of the contract violation, and that if there is a contract violation, the grievance must be filed within thirty days.



Follow us on Social Media

- We have a Facebook group: see [United Faculty of Florida at USF](#). This page is a place where UFF members can exchange thoughts and ideas. The page is "public", but only dues-paying UFF members are eligible to post items on the page. If you are a UFF member, ask to join on the page, and the moderator will invite every UFF member that asks to join. Non-members are welcome to look (but you need a Facebook account to do that). So check us out.
 - We have a blog: see [The USF Faculty Blog](#). This has news items as they come up.
 - We are on Twitter (or X), so follow us on Twitter / X via [@UffUsf](#).
 - We even have a You-Tube channel: [check out our videos](#)
- If you want to help with media matters, contact [the Communications Committee chair](#).

Contact, and is intended for all members of the UFF USF Bargaining unit (USF faculty and professionals at most departments). A (usually identical) version will be broadcast to USF-News and USF-Talk from mccolm@usf.edu.

If you do not want to receive the UFF Biweekly, you can unsubscribe below or contacting [the Chapter Secretary](#). If you do not receive the Biweekly, but want to, contact [the Chapter Secretary](#).

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