



2 May 2024

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Salaries, Inflation, and that Diversity Survey

On Friday, May 10, at 2 pm, the UFF USF Bargaining Team and the USF BOT Bargaining Team will meet on USF Tampa in CGS 140 to start bargaining a successor to the 2021 - 2024 contract. The meeting will be open to the public and *everyone* is invited.

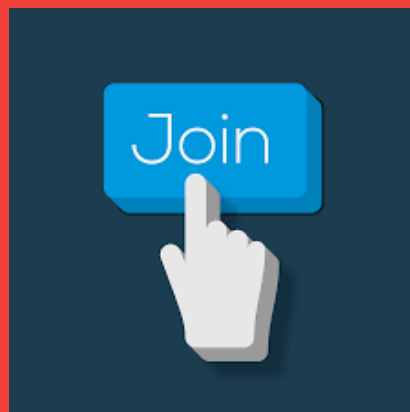
Of course, one of the issues will be pay...

- **How Are Faculty Doing?** Since the last contract, pay has not kept up with inflation. For more, see below.

Meanwhile, the Florida Legislature would like faculty and students to provide material for possible upcoming political theatre...

- **Coming to a Political Theatre Near You.** A new iteration of the Viewpoint Diversity Survey popped into our inboxes, and it's a doozy. For details, see below.

There will be no chapter meeting tomorrow. The next chapter meeting will be on Friday, May 17. Have a good intercession break!



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.

Salaries Employment Health Limits Work Fair Salary
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Bargaining the Next Contract

We are *supposed* to have a new contract on August 7, and the current contract says that bargaining should have started in April. Our Bargaining

Committee is preparing for bargaining and wants ideas, comments, suggestions, and desiderata from the employees that the union represents (especially, to be honest, from members). Please send thoughts on bargaining to [the Bargaining Committee](#).



How are Faculty Doing?

Salary is one of the most important items in bargaining, and it is governed by Article 23 of the contract. That means raises - bonuses are nice, but a raise means that your recurring salary goes up.

In the current contract, there are three kinds of raises:

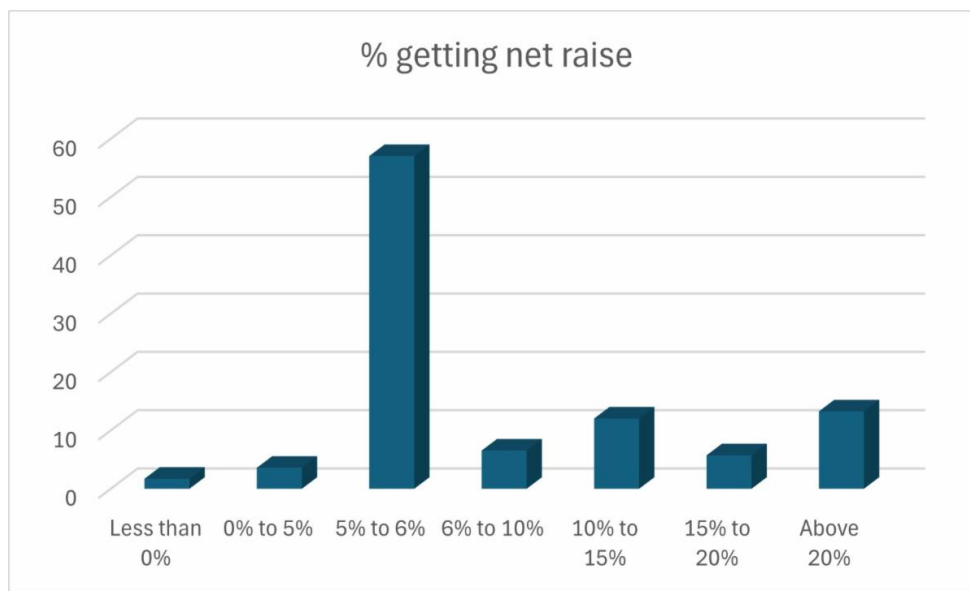
- **Merit base increases** are determined from annual evaluations. In the current contract, a *mean* 3.5% merit raise was distributed in 2022 and a *mean* 2% merit raise in

2023. Compounded, that comes to an increase of 5.6% over the life of the contract.

- **Salary Adjustments** are distributed at the Administration's discretion. In the current contract, the Administration had the authority to distribute up to 1% of the payroll each year (but it did not even come close).
- **Promotional raises** depend on what the promotion is. *All* promotional raises are the result of past bargaining.

There are also stipends, switching from line to line, and such.

Focusing on the 1,220 employees in the Bargaining Unit who were full-time employees here in both late March 2022 and March 2024, we see that a majority saw their salary increase by an amount between 5% and 6%, although some got more and some got less:



But there is a problem. We've been hit by bursts of inflation, and even during the last two years, the [local consumer price index](#) rose 11.7% from March 2022 to March 2024; for an employee who received a cumulative merit increase of 5.6%, that's an effective pay cut of 5.5% (don't forget to compound!). **Moreover, taking the contract to start at 2021, the local consumer price index rose 23.1% from March 2021 to March 2024; with a 5.6% cumulative raise, that's an effective pay cut of 14.2%.**

That's a big enough cut to get some faculty thinking about greener pastures. As the Biweekly has periodically observed (see, e.g., [the 24 August 2023 Biweekly](#)), faculty retention at USF is a longstanding problem, which brings us to the question of what compensation UFF USF employees are getting.

Breaking the Bargaining Unit into 12-month and 9-month employees (there are only six 10-month employees) and restricting our attention to fulltime employees, we get the salaries of the following quartiles:

	9-month	12-month
Minimum pay	\$28,050	\$49,680
25% Quartile	\$77,520	\$76,500
Median pay	\$98,047	\$93,888
75% Quartile	\$119,965	\$124,732
Maximum pay	\$390,578	\$487,236

When bargaining salary, the union's Bargaining Team will endeavor to get the best deal it can for UFF USF employees. Meanwhile, the trustees' Bargaining Team will presumably propose a pay package that will prevent attrition from endangering USF's AAU membership or its pre-eminence status.

During this summer, the Biweekly will look at some of the issues that come up in bargaining this contract. **And the union's Bargaining Team will be sending out letters on bargaining at the table and seeking faculty input; *please respond to our Bargaining Team's requests for information*, for the Team can best represent you if you tell the Team what your priorities and job conditions are.**

In addition, **please attend the bargaining sessions, especially in person if possible.** It is helpful if the trustees' team sees that employees are watching. **That's May 10, 2 pm, on USF Tampa, in the Patel Center, in CGS 140.**



Charlie Johns and associates plan their legislative invasion of Florida's universities in 1963. If legislators are planning a repeat performance, they might want be collecting some material first.

Coming to a Political Theatre Near You

Readers may recall that in 2021, the Florida Legislature passed [a law](#) mandating, among other things, "an objective, nonpartisan, and statistically valid survey" to gauge the diversity (no, the law did NOT use that word) of ideas and perspectives on campus, and how students, faculty, and staff feel about expressing their beliefs and viewpoints. The survey ran once in 2022, but it was such a mess that [the union recommended that recipients ignore it](#), and later the Biweekly ran [an assessment of that survey](#).

The survey did not reappear last year, but now it's back. And stranger than ever. The *Intellectual Freedom and Diversity* survey had 36 questions (not counting the demographic ones), most of which were of the sort:

2. "On campus, I feel that it is important to be able to express my political viewpoints without fear of negative consequences."

The vagueness of "negative consequences" was typical of the survey.

A number of questions concerned what the recipient imagined the prevalent political affiliations and opinions of faculty, students, and administrators were. Later, the survey got nosy, asking if *the recipient's political affiliation* was Democrat ([not Democratic](#)), Republican, Libertarian, Green, Other, or Not Affiliated. It also asked where *the recipient was on the scale from liberal to conservative* ("I do not identify as a liberal or a conservative" and "Haven't thought much about this" were also options).

Only one person was sufficiently important to be mentioned in the survey:

23. "Do you agree or disagree with the following statement. 'It's hard to be friends with people who voted for Donald Trump.'"

The union recommended caution out of concern for the confidentiality of recipients. But this survey may be a device for collecting material for a legislative investigation of political opinions of faculty, students, and staff. Stay tuned.

- We are on Instagram, so check us out at Instagram [@usf_uff](#).
- We even have a You-Tube channel: [check out our videos](#).

We are revamping our publicity machine, and if you are interested in social media, in membership, or in conversations with you colleagues across campus, *come join the campaign*. Contact [the Communications Committee chair](#).

USF United Support Fund for Food Pantries

Many of our students are struggling during with food insecurity, 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.

Details, Details

The USF-UFF Chapter website is <http://www.uff.ourusf.org>, and our e-mail address is uff@ourusf.org. About this broadcast: This Newsletter was broadcast from Constant 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](#).

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