



25 April 2024

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Sick Leave

The union recently discovered that since 2018, faculty on 50% sabbaticals had not been credited with their sick leave time. The problem was new software. **The union then got the Administration to return to affected faculty their missing sick leave hours.** Affected faculty should have received email from GEMS informing that they were credited their missing sick leave.

[Section 17.8 of the contract](#) says that each fulltime employee shall receive four hours of sick leave every two weeks that they are on salary (nine months for a nine-month contract); that would be 78 sick leave hours for an academic year. **If an employee gets sick, they can use their sick leave to cover them during their absence.** And employees who leave USF can cash out some of their unused sick leave (*if* they arrived at USF before 2014). So the union's intervention provided additional protection to employees.

But what if a sick employee runs out of sick leave? **There is a sort of insurance for that: the contract also allows for a sick leave pool.** Members of the pool contribute eight hours of sick leave annually, and a participant who gets sick and exhausts their own sick leave balance may then obtain some sick leave from the pool. **We are now in this year's enrollment period for the pool; the enrollment period ends on April 30.** For more information, see the [Sick Leave Pool Procedure handout](#).

Are You Liberal or Conservative? The Board of Governors Would Like to Know

The Board of Governors has revived the *Intellectual Freedom and Viewpoint Discrimination* Survey, which students and faculty should have received. The survey contains 36 questions about *your* politics, *your* colleagues' politics, *the university's* politics, and so on.

The United Faculty of Florida has identified several problems with the survey and "strongly advises against participating in this survey." For details on the UFF's recommendation regarding the survey, see the [UFF Guidance](#) on the survey.

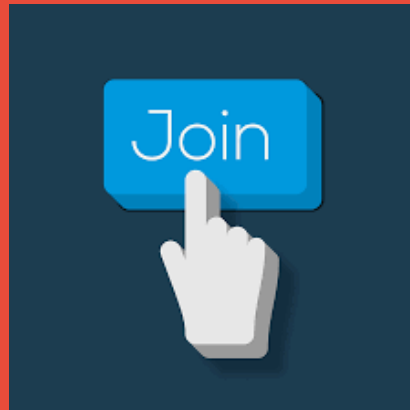
New Hires

The United Faculty of Florida would like to introduce itself to newly hired faculty and professionals, and we would like your help. If you have contact information for new hires in your department, please share it with the [Chapter Secretary](#). Thank you.

Bargaining Question

Bargaining starts soon after finals (so stay tuned) and meanwhile, **the UFF USF Bargaining Committee has six short questions for faculty about summer school.** Here is the link to the [UFF Summer School Bargaining Survey](#). We would like feedback from all employees in the Bargaining Unit - members and non-members alike.

As the beginning of bargaining approaches, there will be some Extras from the UFF USF Bargaining Committee, so stay tuned. (And if you have any suggestions or comments for the committee, please send them to [the Chapter Secretary](#).)



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.

Remember

NOTE: 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 USF faculty and professionals in the UFF USF Bargaining Unit.

The UFF USF Biweekly is a newsletter whose regular issues are sent out every other week to employees on the UFF USF Bargaining Unit, to people who have requested guest subscriptions, and the the USFTALK listserv. If you would like a guest subscription, contact [the Chapter Secretary](#). Past issues are posted on [the newsletter archive](#).

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