



25 April 2025

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USF Sarasota / Manatee

Florida politicians often regard universities as their playthings. USF Fort Meyers was detached (and transformed into the tenure-free Florida Gulf Coast University) when some legislators decided that they wanted a university without tenure. USF Poly (Lakeland) was detached (and transformed into Florida Polytechnic University) in a power play. **Now, a former legislator is after Sarasota / Manatee.**

- **What's Happening in Sarasota?** There was movement in the dark when suddenly a flash of light revealed an attempt to detach the Sarasota / Manatee campus from the USF system. For more, see below.

Meanwhile, a law for harassing public employee unions is being implemented. The Public Employee's Relations Commission (PERC) is conducting a referendum of all UFF USF employees, and **the United Faculty of Florida must win a majority of votes cast in order to remain your union.**

- **The Ballots are in the mail.** Send it in as soon as possible, and if you have not received it by Monday, April 28, contact PERC. For more, see below.

As an example of what the union does, a case called ***United Faculty of Florida v. the University of South Florida Board of Trustees*** will finally be heard by PERC on Wednesday, April 30 and May 1 (unless PERC changes its mind). **The issue is post tenure review.** The [website](#) shows that the case goes back to October 2023; the wheels of PERC grind slowly. Incidentally, union dues are paying for our lawyers.

- **Post Tenure Review.** Last week, Academic Affairs sent out the Provost's assessments. For more, see below.

Meanwhile, university administrations are rushing around, gathering wheelbarrows of data in response to [a letter](#) from an

"EOG DOGE Team" in the governor's office. What the governor plans to do with this data is unclear, but it has been observed that a cursory look at a sample from the data might enable the governor to decide what line items to veto later this summer.

- **What Can You Do?** Your union needs your help. With politicians running amok and administrations lying low or enabling the politicians, it's being left to the unions and allies to press for some law and order (applied to the government). For a call for volunteers, see below.



Visit us online at uff.ourusf.org

Contact us at uff@ourusf.org



Friday, April 25, at noon, in room A221. We will have drinks and munchies.

All USF faculty and professionals - UFF members and non-members alike - are welcome.

Chapter Meeting

Chapter Meeting Tomorrow Friday at 12 noon on USF Sarasota / Manatee, in A221, and on Zoom. On the [agenda](#): what's happening at Sarasota, the certification election, and more. And here are the minutes for the [March 28](#) and [April 11](#) Chapter Meetings. For a Zoom link, contact [the chapter](#)

[secretary.](#)

Then, later that afternoon...

Social in Tampa

On April 25, from 5 pm to 7 pm, we will have a social at [New World Brewery](#) at 810 E. Skagway Ave., in Tampa. Come and join us!

Upcoming Events

Meetings and events are posted on [the Events Calendar](#) of the [UFF USF website](#). Here are events for the next few weeks:

- April 25 at 12 pm: [Chapter Meeting](#) at USF Sarasota / Manatee
- April 25 at 5 pm: [Social](#)
- May 13 from 9 am to 12 pm, BOT ACE and Strategic Initiative Committee virtual meetings
- **May 19: ballots for certification election due**
- May 20 from 9 am to 12 pm, BOT Governance, Audit & Compliance, and Finance Committee virtual meetings
- May 23 at 12 pm: Chapter Meeting (details TBD)
- May 23 at 5 pm: [Social](#)

About Membership and eDues. Many former members were not aware that they were dropped from UFF membership when they failed to enroll in eDues. If you are paying by eDues, you should be receiving a receipt every other week from FEA's computer - and you should receive two ballots this spring. If not, and if you are not paying by check, then you are not a member.



What's Happening in Sarasota?

It started when USF's NPR radio station [WUSF](#) got hold of a draft of a press release announcing that, "In a forward-thinking move that reflects the spirit of innovation and collaboration in Florida's higher education system, **Governor Ron Desantis has announced that New College of Florida will begin integrating the University of South Florida's Sarasota-Manatee campus.**" The draft reported that, "The process will culminate in New College taking full stewardship of the 32-acre campus next door, creating a dynamic and expanded environment for higher learning."

The draft quickly got to the bottom line: "New College's rapid growth will immediately benefit from the additional physical space provided by the USF-SM campus..." including "enhanced facilities, combined with ample parking and recreational spaces...".

Real estate and facilities was apparently all that USF Sarasota / Manatee would bring. Faculty would have the option to go to USF St. Petersburg or USF Tampa or ... join New College, and current students would be able to complete their education. Yet, "...both institutions foundations would remain independent..." apparently for funding purposes.

(It is not clear how solid that promise of jobs for faculty is: at the [last bargaining session](#), the **USF Board of Trustees bargaining team rejected language on the right of Sarasota / Manatee faculty to transition to St. Petersburg or Tampa** - see 8.4F in the UFF's [Proposed Article 8](#).)


All this came on the heels of New College President Richard Corcoran being ["super excited"](#) about annexing the John and Mable Ringling Museum of Art.


This was not a popular proposal. The USF Sarasota / Manatee Faculty Council [sought clarity](#) - and didn't get any. Twenty current and former USF Sarasota-Manatee leaders [opposed](#) the takeover. Some local businesses [were particularly nervous](#) about the future of the hospitality program. Some faculty and students felt [left in the dark](#), although a few allowed that the USF leadership might be strategic in fighting the good fight quietly. **And a Stand Up for USF Sarasota Manatee Event is planned for [today](#).**

But some politicians saw things differently: Sarasota State Senator Joe Gruters said that, "I think the leading scenario for sure is certainly New College ruling the day."

Outside observers are [a bit skeptical](#) that [the takeover will work](#). On the other hand, [New College](#) may live up to the reputation of its new mascot, the banyan, a kind of [strangler fig](#).

If it were done when 'tis done, then 'twere well it were done by May 2. That's when the Legislature adjourns, and detaching Sarasota / Manatee would be more difficult politically next year - an election year - and it may not be possible in a special session. Stay tuned.



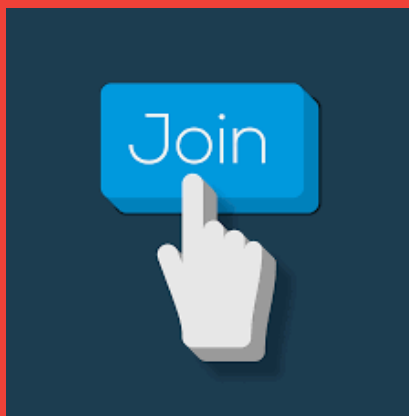
UFF United Faculty of Florida  **Social**

Fridays at New World Brewery!
April 11, 25 & May 23, 5-7pm

New World Tampa
810 E Skagway Ave, Tampa, FL 33604



Scan for Map



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.

If you have difficulties with the eDues form, see the [instructions](#).

Your Union Needs Your Vote

Ballots coming via USPS



Due in Tallahassee: **May 19**

UFF United Faculty of Florida

- **Won** a promotional track and raises for professors of instruction and instructors.
- **Bargained** a contract that protected employees from furloughs, pay cuts, and relocation.
- **Defended** faculty from numerous contractual violations, including missing pay, sexual harassment, and dismissal

IF THEY WIN and we lose our union:

- Administration can change policies without input or communication
- Policies **do not** have to be followed
- Policies are in **separate IMM's** and Board Rules

Vote YES if you want:

- a legally-recognized voice to protect the rights of faculty
- union negotiation for wages
- communication and leverage for policy improvements



Visit uff.ourusf.org



The Ballots are in the Mail

Readers will recall that a new law requires the union to win a "certification election" every year, starting last year. The state commission that conducts these elections, the Public Employees Relations Commission (PERC), is a little behind and is only now getting around to this year's election at USF - one year late.

On Monday, April 21, the ballot packets went into the mail, so **by next Monday, April 28, each UFF USF employee (UFF**

members and non-member alike) should have received a ballot packet at their home address.

If you have not received a packet by next Monday, contact the [Elections Division](#); based on UFF's review of addresses that USF Human Resources provided to PERC, we anticipate a number of ballots going astray.

This is make or break time: UFF will continue to represent UFF USF employees in bargaining and enforcing a contract if and only if UFF wins the election. So if you want UFF to continue to represent you, vote yes and send in the ballot asap so that it arrives before May 19, when the ballots are counted.

**BALLOTS WILL BE COUNTED AT THE COMMISSION'S OFFICE
IN TALLAHASSEE ON MAY 19, 2025, AT 9:00 A.M.**

STATE OF FLORIDA
Public Employees Relations Commission
Official Secret Ballot

FOR CERTAIN EMPLOYEES OF THE UNIVERSITY OF SOUTH FLORIDA BOARD OF TRUSTEES	
INSTRUCTIONS: 1. MARK AN "X" IN THE SQUARE OF YOUR CHOICE. 2. MAKE NO OTHER MARKS ON THIS BALLOT. 3. DO NOT SIGN THIS BALLOT.	
DO YOU WANT TO BE REPRESENTED BY A COLLECTIVE BARGAINING AGENT?	
<input type="checkbox"/> Yes – United Faculty of Florida	<input type="checkbox"/> No

Membership Status

If you are going on a reduced-pay leave or sabbatical, or if you are retiring or resigning, please contact us so we can adjust your eDues accordingly: visit the [UFF Membership Policy webpage](#). In particular, if you are retiring, we encourage you to consider joining the UFF Retired chapter: here is [their webpage](#).

Post Tenure Review

By now, everyone up for post tenure review this year should have received their final assessment by the provost, with 1 = exceeds expectations, 2 = meets expectations, 3 = doesn't meet expectations, and 4 = unsatisfactory.

Union members who received a 3 or a 4 may consult with a [UFF USF grievance officer](#) on composing a Performance

Improvement Proposal or on options. UFF's ability to assist non-members is limited.

Meanwhile, next week, UFF will present a case against post tenure review to PERC. And union dues are paying for our lawyers.

What is a Contract Good For?

A contract can help when you get in trouble - *if you use it*. If your contractual rights are violated, you have the right to file a grievance seeking redress, and we can help. But remember, **you have thirty days from the time you knew or should have known about the contract violation to file the grievance, so if something happens, contact us asap.** For more information, see the [Grievance Page](#).

What Can You Do?

UFF is a volunteer organization, and our volunteers are dealing with an unusual amount of work. On top of the upcoming recertification election, we are dealing with an unusual number of faculty grievances, we are educating politicians about higher education, and we are building the organization in order to help faculty more effectively.

Here are some ways to help:

FIRST OF ALL, IF YOU ARE NOT A MEMBER OF UFF, JOIN TODAY.

And if you are a member:

- 1. Help with our Certification Election**
 - a. Help verify addresses of faculty**
 - b. Help prepare and distribute materials to explain election**
- 2. Visit, call, email YOUR local representative or state senator (after all, it was the ignorance of legislators that led to this mess)**
 - a. Visit Tallahassee with FEA**
 - b. Form a group to visit your local legislator**
- 3. Show up at the Bargaining session (April 11, at 10 am, on USF Tampa in SVC 2070)**
- 4. Show up at the BOT meeting (June 2)**
- 5. Become a UFF Senator (feel free to vote for yourself in the ongoing election)**
- 6. If you are into teacher education, become an FEA delegate**
 - a. Or if you are just interested in higher education**
- 7. Write an article for the BiWeekly**
- 8. Write an OpEd or do an interview**
- 9. Help with a podcast or Youtube short video for our social**

media

10. Participate with USF governance (Senate) on issues aligned with UFF

a. Speak at a Senate meeting

11. Join one of our UFF Committees

a. **Contract Enforcement and Grievances**

b. **Membership**

c. **Bargaining**

d. **Government and Community Relations**

e. **Publicity**

f. **Secretary and Treasury help**

12. Join one of our UFF Statewide Committees (if you are a Senator)

If any of these interest you, reply to this email and let us know what you are interested in doing. Thank you!

Salaries Employment Health
Grievance Protection Law
COLLECTIVE BARGAINING
Process Negotiation
Agreement Productive
Working Hours Terms Rules
Employer Union Wages Group
Overtime Safety Establish Cost

Bargaining the Next Contract

Your UFF-USF Bargaining Committee met with USF-BOT bargaining representatives to begin negotiations for the successor agreement to the

current Collective Bargaining Agreement 2021-2024. The Bargaining Committee wants your ideas, comments, suggestions, and desiderata from the employees that the union represents. Please send thoughts on bargaining to [the Bargaining Committee](#).

And we have a (brief) [bargaining survey](#) we ask people to fill out.



**Follow us on Social Media
&&&
Join 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 ... join the conversation.

- We have a blog: see [The USF Faculty Blog](#). This has news items as they come up.
- We are on Twitter (aka X), so follow us on Twitter / X via [@UffUsf](#).
- 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

he 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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