



27 June 2024

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About Bargaining

Legally, unions are about bargaining and enforcing contracts. The current contract is supposed to be replaced on August 7, so UFF and the USF Administration are bargaining a new contract.

- **How Bargaining Works.** For a brief description, see below.

Announcements about bargaining:

Bargaining Session June 28 at 1:30 pm. The UFF and USF Administration bargaining teams will meet for bargaining on **USF Tampa at the Patel Center, in CGS 140.** *All faculty are encouraged to attend in person and show their support for the UFF team.* For those who cannot attend in person, it will be hybrid: here is [the Zoom link](#).

Bargaining Survey. The Bargaining Team asks all employees in the UFF USF Bargaining Unit, UFF members and non-members alike, to take a [brief survey](#) to help the Bargaining Team.

Come to the baseball game on July 30, the Rays versus the Miami Marlins. UFF members and family are welcome (so [join today!](#)). Contact [Cecil Greek](#) for tickets.

Brief (!) Chapter Meeting Tomorrow Friday on USF Tampa in the Patel Center. The USF Chapter of the United Faculty of Florida will meet tomorrow, Friday, June 28th, at 12 pm, on USF Tampa in CGS ***, and on Zoom (**but come in person so in the subsequent bargaining session, you can show the UFF USF Bargaining Team your support!**). On the agenda: bargaining, bargaining, bargaining. After the chapter meeting, the Bargaining Session will begin. And here are [the minutes from the last meeting](#).

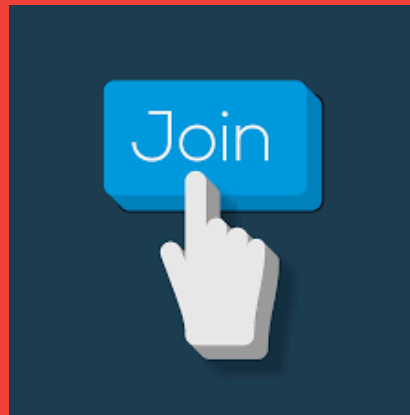
All UFF USF employees - members and non-members alike - are invited to attend. But to Zoom in you must have an

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.

Meanwhile, the governor's lawyers are indiscreet.

- **Government Speech.** The governor's lawyers confirm that he wants to control ... everything. For details, see below.

USF Library offers online workshops on AI. On July 11 at 11 am there will be a workshop on [Intro to Generative AI for Research](#) and on July 18 at 11 am there will be a workshop on MicroSoft CoPilot: [Intro to AI-Powered Research Assistants](#). Space is limited, so interested faculty should sign up asap. For more information about AI resources at USF, including an online workshop, check out the [Unlock the Power of GENAI page](#).



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](#).

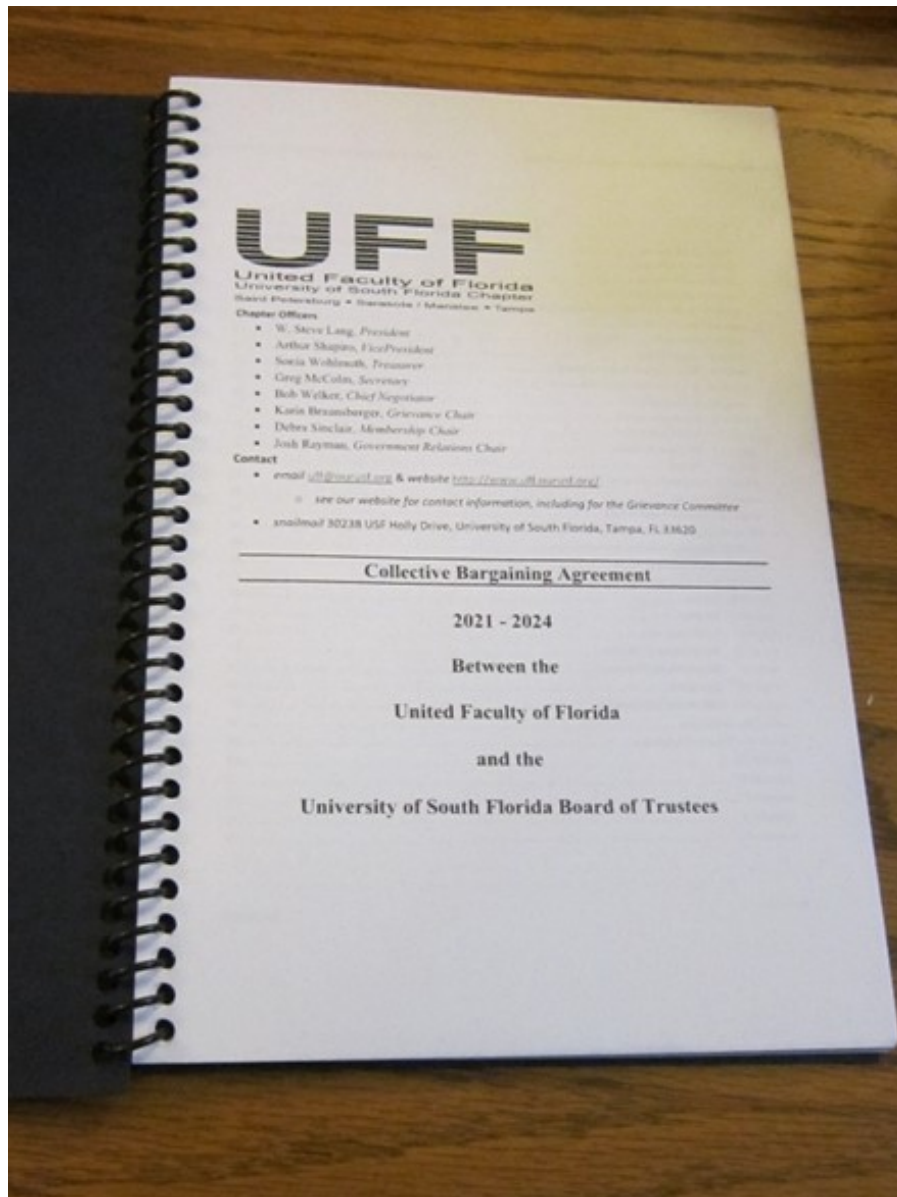
Salaries Employment Health Grievance Protection Law
Representative COLLECTIVE BARGAINING
Process Negotiation
Agreement Productive
Working Hours Terms Rules
Employer Union Wages Group
Overtime Safety Establish Cost

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](#).

How Bargaining Works



The terms and conditions of *your* employment are determined by a contract (above picture) between you and the USF Board of Trustees. The [current contract](#) is supposed to end on August 7 - *if* a successor contract is ready to go. So the USF Chapter of UFF (representing you) and the USF Administration (representing the Board of Trustees) are bargaining a successor contract.

Bargaining is not a matter of presenting reasonable proposals and then persuading the other side that they are good proposals. Both sides have agendas, and bargaining is a matter of getting an agreement that both sides can live with.

The union has a bargaining team, the UFF Team, led by

Professor [Karin Braunsberger](#). The Board of Trustees has a team, the BOT Team, led by [Michael Mattimore](#), Managing Partner of [Allen Norton & Blue](#).

Here is how it works.

- The two teams start with the current contract. When they meet, the teams present proposals to revise (or preserve) some part of the contract. For example, at the May 10 meeting, the UFF Team proposed [to make no changes in Articles 1 - 5](#) on Recognition, Consultation, UFF Privileges, Reserved Rights, and Academic Freedom and Responsibility. The BOT Team made friendly noises and said that they will get back to us. (The BOT Team made no proposals then.)
- A team may also propose an additional binding agreement, called a Memorandum of Understanding. This would be agreed upon and ratified separately, usually more rapidly. For example, at the May 10 meeting, the UFF proposed a [Memorandum of Understanding on Generative Artificial Intelligence \(GAI\)](#), which was accompanied by [Introductory Remarks on UFF-USF proposed MOU on GAI](#).

Bargaining is sort of like teaching a course for the first time: most of the work consists of preparing proposals (very carefully wordsmithed - contracts are a matter of law after all) and very carefully studying proposals from the other side.

When a team makes a proposal at a bargaining session, they typically explain the rationale behind the proposal. This is important because after the other team takes the proposal home and studies it, they find that some adjustments are in order, but they keep the rationale in mind as they compose a counterproposal to put on the table in response.

One very important point: clout matters. The more members a union has, the more clout it has at the bargaining table. And psychology can matter more than logic: if union members show up at bargaining sessions, it shows that they are paying attention and the bargaining teams take notice. **So come to the session on Friday, June 28, at 1:30 pm (after the chapter meeting) in CGS 140.**

But here's the bottom line. The contract is merely bargained by UFF and the USF Administration, but **it is ratified by the faculty and the Board of Trustees**. That means that the teams have to reach a contract that both the faculty and

the Board of Trustees will go for.



It's Government Speech

In the USA, with its locally elected school boards and mixture of public and private colleges and universities with traditions of pluralism, independence, and academic freedom, a state government faces obstacles when it tries to impose on teachers.

This is different from the old USSR, whose government valued its grip on education, the People's Commissariat of Education could require that teachers conform with its agenda. This affected not only politically sensitive fields like [history](#) but also seemingly apolitical fields like [genetics](#).

So it was disappointing - but not surprising - for a lawyer representing the State of Florida tell a federal court that the Florida Department of Education could require that all classroom content - in college courses - be politically consistent with the Department's ideological agenda.

Charles Cooper, [a prominent attorney representing the Florida government](#), [told a panel of Eleventh Circuit judges that](#), "in the

classroom, the professor's speech is the government's speech, and the government can restrict professors on a content-wide basis and restrict them from offering viewpoints that are contrary to -" at which point a judge interrupted him. Subsequently clarifying his position, he said, "These are state institutions and the states themselves get to make decisions on the content of the courses taught in their schools, and that includes viewpoints, your honor."

And if faculty don't like it, they can leave and go to states "friendlier to their viewpoints." (There is [some evidence](#) that faculty are taking his advice; the [Governor's response](#) was, "If you have Marxist professors leaving, that is a gain for the state of Florida.")

But it is not the allegedly Marxist professors who are emulating the People's Commissariat. In April, the Governor [signed a bill](#) requiring that lessons on the "evils of communism" be included in Florida schools. The Governor may want to attend a few of those lessons.



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

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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