

## Bargaining Update---03-03-05

Negotiations on the first wholly UNF Contract are entering the delicate last stages. Conscientious, good-faith collective bargaining on both sides has put us on a course to finish fairly soon what both the Administration and the UFF agree will be certainly the best faculty Contract in the State to date, as well as the Contract most successfully tailored to an individual University. As we approach the end of the process, it is probably time to summarize some of the issues on which there has been either signed tentative agreement or, in a few cases, agreement in principle with some details still to be worked out. (The full text of all agreements and current proposals can be viewed on the UFF website at [http://www.unf.edu/facstaff/uff/.](http://www.unf.edu/facstaff/uff/))

### ➤ Salary

- overall pay raise of at least an additional 6% on top of the already distributed promotion raises and legislatively-mandated raises—part retroactive to the beginning of the 2003-2004 academic year (AY) and part retroactive to the beginning of the 2004-2005 AY
- market equity and compression raises, pegged to national averages by rank and discipline, adjusted by years of service
- merit raises tied, by specific formula, to the annual evaluation

### ➤ Bylaws

- an articulated procedure for developing departmental bylaws (with clear timelines for the administrative approval process) covering all departmental criteria, procedures, and other policies governing terms and conditions of employment
- all departmental bylaws will be enforceable through the grievance procedure and binding arbitration

### ➤ Evaluations/ Tenure and Promotion Criteria

- faculty-developed departmental evaluation criteria and procedures, including merit evaluations with rating categories, and discipline-specific T&P criteria
- fully detailed promotion and tenure procedures, with much clearer criteria and standards, and enforceable protections for faculty

➤ Summer

- guaranteed summer teaching of at least one course, and at the same pay as during the AY
- detailed and grievable summer rotation policies for second courses, also at same AY pay

➤ Academic Freedom and Responsibilities

- increased academic freedom rights, including the freedom “to discuss all relevant matters in the classroom, to explore all avenues of scholarship, research, and creative expression, to speak freely on all matters of university governance without fear of University censorship, retaliation, or discipline”
- articulated “academic responsibilities” both for the faculty and for the Trustees and University Administration

- There are increased guarantees for faculty participation in hiring, including that the Administration discuss the hiring decision with affected faculty before making it. Moreover, the Union and the Administration are also discussing a salary step system—or promotion-type ladder—for instructors/lecturers, with increasing salaries based on years of service.

Please understand that any new provision that is in a “TA’d” article will not be locked in for certain until all parts of the Contract are agreed to and the faculty and the trustees ratify the new Contract.

Both bargaining teams are working earnestly and cooperatively on the last few issues. Although there is still some significant disagreement on several key items, if each side continues on its current productive course (barring any unforeseen reversals), we should have a new Contract to vote on and a healthy, retroactive pay raise in the reasonably near future.

We thank everyone for the encouragement and support you have shown both bargaining teams. At the beginning of this process, President Delaney said that he hoped the new Contract (and the bargaining process that created it) would prove to be a model for the rest of the State, and it looks like the Union and the Administration are heading towards agreement on a landmark Contract of which all of us may be proud.

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