

Collective Bargaining Update  
June 16, 2004

We would like to thank Judy Solano for letting everyone know about summer assignments and any other supplemental assignments (overloads) that are currently being negotiated at the Table. You can find all proposals, counterproposals submitted by the UNF-UFF Team along with the tentative agreements that have been reached at <http://www.unf.edu/facstaff/uff/bargainingdocuments.html>.

We'd like everyone to know that the teams are also currently taking up evaluations, appointments, assignments, promotion, tenure and non-reappointment at the Table. Counterproposals have already been exchanged on appointments, evaluations, and assignments. I hope that everyone takes a look at both the BOT and the UNF-UFF proposals.

The UNF-UFF team is always trying to address the needs of our faculty. We have recently included in the appointment counterproposal an item discussed at the Table that would add some security to our Librarians positions. Of course, as always, what the team puts forth must be bargained at the Table with the BOT Team.

We are anxious to address the feeling of "quicksand" by faculty who go through the promotion and tenure process. We are also anxious to address the survey results received over the years on evaluations. Our evaluation proposal is trying to ensure that everyone understands how to improve oneself and their current evaluation level and clearly understand why they received their current evaluation.

We have included inversion/compression, a cost of living for everyone, and a clear and transparent merit formula in the salary proposal. The UNF-UFF Team has a standing offer on the Table to negotiate wages under a Memorandum of Understanding any time that the BOT Team agrees.

We are hopeful that there will be more agreements on proposals at the Table in the near future.

Cheryl Frohlich