

**Update on Bargaining**  
**February 1, 2005**

The Administration and the UFF-UNF team have reached a tentative agreement on tenure article subject to agreement on language in the Academic Freedom Article and proofing of the Tenure article. This has been a hard fought article and both sides agreed that the final article was better than either of the two bargaining team's initial proposals. Through a series of compromises on both sides, the faculty have been empowered while maintaining management rights. The tenure procedures are now included in the contract and every department will be developing and approving interpretations/clarifications of the University's criteria for tenure which will be codified in their department bylaws. There are other newly won safeguards for faculty within the article and I encourage you to read the article as soon as it has been posted on the UFF website <http://www.unf.edu/facstaff/uff/> . With the successful completion of one of the most important articles in the contract, both sides are optimistic that the pace in reaching final settlement will increase.