

**UFF  
FEA**

**NEA - AFT**

# UFF Faculty Voice

Newsletter of the UCF Chapter – United Faculty of Florida

[www.uffucf.org](http://www.uffucf.org)

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## We're fighting for a raise, despite cutbacks.

*Did you know that collective bargaining sessions were open to the public?*

The second round of salary talks is underway between your UFF bargaining team and the UCF Board of Trustees. The initial offer from the BOT contained the \$1000 bonus mandated for all state employees by the Florida Legislature this spring but **no provision for a salary increase**. The usual compliment of incentive awards like TIP, RIA, and administrative discretion raises of up to 1% were also included in the offer. Your chief negotiator, Jim Gilkeson, isn't satisfied. He says he'll work to make sure you to have the salary increase you deserve.

*...continues on page 2*

## What a 4% cut in higher education really means... in human terms

*This cut may be just the beginning.*

A dramatic showdown over who controls tuition money continues to make headlines across Florida, but what's missing from media coverage is perspective. What will the 4% cuts mean to students and faculty while the state Board of Governors wages its legal battle with the Florida Legislature? A 4% cut would be the equivalent of *one* of the following:

- Shutting down the University of North Florida
- Shutting down every law school and history department in the state
- Firing 1,000 faculty
- Eliminating university access for 17,000 students

*Source: Sherman Dorn, USF Chapter President*

In the next issue of this newsletter: perspective on the human terms of a 10% cut! ❖

**RUMOR CONTROL!** All Lecturers should see page 2 for important clarifications.

## SUMMER 2007 EVENTS

### VOLUNTEERS NEEDED FOR NEW FACULTY ORIENTATION

#### "FACULTY BREAKFAST"

AUGUST 14  
7:30-8:15 AM IN THE STUDENT UNION  
RSVP TO KEITH FOLSE  
KEITH.FOLSE@GMAIL.COM  
*Please read more below*

#### COLLECTIVE BARGAINING SESSION

JULY 27  
PLACE: MILLICAN HALL ROOM 243  
TIME 10:30AM – 3:00 PM  
All sessions are open to the public. Come show your solidarity!

## FREE BREAKFAST!

**Keith Folse**  
UFF Membership Chair

The proverbial "free lunch" may not exist, but a free breakfast certainly does. Each year your UFF-UCF sponsors a free breakfast for all new UCF faculty during the 3-day New Faculty Orientation (August 13-15). The **UFF breakfast is from 7:30-8:15 a.m., Tuesday, August 14**. At last year's event, over 60 new faculty had a chance to interact with 10 UFF-UCF members who volunteered to attend the breakfast and talk with new faculty about our union and general faculty questions and issues. This year we seek current UFF-UCF members to attend the breakfast and meet your new colleagues. The breakfast is informal and gives new faculty a better sense of UCF's academic life, including teaching and researching. It's also a great opportunity to explain to our colleagues how important UFF is to our university. If you'd like a free breakfast (and can help with this event) please contact me at [keith.folse@gmail.com](mailto:keith.folse@gmail.com). ❖

## A Message from your union president

**Lisa Logan**  
UFF President

As I write, UCF Vice Presidents are cutting 4% from their budgets, and middle management (chair and director level) is learning from college and upper-level administration how the dismal state revenues forecast will impact university faculty. Two things are clear: 1) UCF's growth has been built on the backs of its faculty for a long time and that trend promises to continue, and 2) this is a tremendous opportunity for faculty and administration to fight on the same side.

From a faculty perspective, new hiring freezes in the face of the consistent 14% faculty turnover rate mean that, once again, those of us on the front lines will be doing more with less. Fewer staff, less administrative support, fewer full-time faculty, less money for classroom, curriculum, and professional development, and less time for students. We all know what happens to research and creative work with 47,000+ students and fewer resources.

Florida universities are responding differently to the 4% mandated cut; for example, in the spirit of protecting core programs, neither FSU nor FIU have frozen faculty hiring. Some universities are increasing class sizes, and the word "layoffs" has even be uttered at one

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## Message from the UFF president ...continued from page 1

university. Administrators around the state are being asked to teach, and the Board of Governors joined the Graham vs. Pruitt legal action, which defends the rights of universities to raise tuitions so that existing programs can be sustained.

Faculty, staff, and administration need to come together to protect our core programs and the students enrolled in them. We'll be hearing the words "hard choices" and "sacrifice" a lot over the next two years, and we'll need UFF protections under the Collective Bargaining Agreement more than ever. Workload assignments still need to be made fairly and equitably, and we must exercise vigilance when taking on any "extra." We need to see our administrators taking on classroom work, using fewer support staff, taking on some burdens that have been shifted to faculty, and doing more with less alongside us. Sacrifice is meaningful only when it is implemented equitably.

Look for updates on how UFF is working statewide to address the devaluing of higher education. I hope you'll join the fight to preserve higher education in Florida.

--In solidarity, Lisa Logan, UFF President (UCF)

## Rumors about Lecturers: Here are the facts from UFF-UCF Vice President Beth Young

**Q: I heard that our college dean met with chairs and informed them that UFF is trying to get rid of lecturers. Is UFF trying to toss lecturers overboard?**

**A: Absolutely not!** As your dean knows, UFF is not proposing to toss anyone overboard. In fact, we have been working hard to protect lecturers and instructors, many of whom have been willing to join UFF, pay dues, and volunteer to do union business. Right now UFF is engaged in bargaining a new "full book" contract, and part of that includes efforts to sort out job categories so that employees receive realistic notice of when their jobs are about to end. Currently, the university gives many people notice at the beginning of the academic year "just in case" they won't be continued. Sometimes these people are told by their supervisors, "Don't worry about that notice; we plan to continue your job but the legal folks make us include that sentence." Then, when the end of the year rolls around, surprise! Their jobs won't be continued after all, and they "should have known" because of the written notice they received in August.

This situation happens in part because the current contract does not clearly separate continuing employees from fixed term employees. Both these groups of employees are lumped together in a category called "fixed renewable" appointments. The UFF proposal (that you can view here: <http://uffucf.org/bargaining/proposals/index.php>; look at Article 8) creates a new category called "continuing" appointments for people who were not hired for a particular term. People who are hired on limited term contracts would be told at the time of hire what the term is. Both groups of people would get valid, appropriate notice and not "just in case" notice that might or might not be accurate. ❖

## Fighting for a raise ...continued from page 1

### UFF PRESENTS COUNTEROFFER

"We've developed a reasonable counteroffer that takes the current budget situation into account," says Gilkeson. "This is the thing faculty care most about."

In years past when money was tight, UFF was able to bargain for your raise anyway. The goal is to keep salaries at or above the inflation rate. Gilkeson says the BOT's initial offer didn't do that. Faculty would have lost some of the gains they made in years past.

"Last year, we got 1.2% from UCF on top of the 3% across the board offered by the Florida Legislature," says Gilkeson.

There is only one more bargaining session scheduled before the fall term begins. If UFF and the BOT cannot reach an agreement by then, last year's contract remains in place.

### PARENTAL LEAVE AND SUMMER COURSE NEGOTIATIONS

Parental Leave and Summer Course Rotation are also being negotiated. Right now, UCF has no parental leave policy in place. "Instead of recognizing the social necessity of parental leave, the university just leaves it to departments to deal with sick leave and scheduling on an individual basis," says Gilkeson. "We also want to make sure departments honor their contractual obligation to offer summer classes to regular faculty first. They cannot offer summer classes to graduate students just because that costs less money."

### WE NEED YOUR HELP

There are three important ways faculty can show solidarity as bargaining talks continue throughout the summer and into the fall:

- 1). Attend all or a portion of the next bargaining session July 27<sup>th</sup> between 10:30am and 3:00pm in Millican Hall room 243.
- 2). Complete the UFF online survey about parental leave. Email UFF and we will send the link to you: [bargaining@uffucf.org](mailto:bargaining@uffucf.org)
- 3). JOIN YOUR UNION! It's easy, and you get a lot for your money. Logon to the UFF Web site: [www.uffucf.org/chapter/membership](http://www.uffucf.org/chapter/membership) ❖

## Help us fight for your rights

### Blake Scott

UFF Grievance Chair

As the UFF grievance chair for our campus, I invite you to this semester's grievance training. If you want to learn more about the grievance/contract enforcement process or, better yet, if you might be interested in joining our team of grievance reps, we would love to see you at this training. The training will be held on Friday, August 17 from 3-4 in 306E Colburn Hall (the English Department conference room). UFF will provide lunch.

Contract enforcement is one of the most important jobs UFF does, but it doesn't have to be a time-consuming or anxiety-ridden one. If you do decide to join our team, you would be paired with a more experienced rep and would likely work on no more than one grievance case per semester. Most cases are handled with goodwill from both sides and can be resolved at the early stages; nevertheless, these cases are vital to our rights, as our contract is only as strong as its enforcement. Attending training would not commit you to becoming a rep, though it will certainly educate you about our rights under the contract and how to protect them. Please let me know if you'd like to attend (or even if you just want more information) by August 13. My email address is [iblakescott@gmail.com](mailto:iblakescott@gmail.com) and cell phone number is 407-718-1721. Thanks for your solidarity. ❖