

University of Central Florida  
2012-2015 UFF-BOT Collective Bargaining Agreement  
Summary

Many of the articles in the contract you are considering for ratification are identical to articles in the existing (status quo) contract. Others contain minor changes that have no substantive impact on your rights. The following is a summary of more substantive changes. The three articles imposed by the BOT through the impasse process are indicated.

Article 3 (Recognition): IMPOSED BY BOT – Released time will no longer be provided to UFF volunteers who work on bargaining and grievances. Meetings related to such work will take place during evenings and weekends.

Article 6 (Nondiscrimination): Protections are extended to prohibit discrimination on the basis of gender identity and gender expression.

Article 8 (Appointment): IMPOSED BY BOT – Training and payments for participation in summer study abroad programs, as originally proposed by UFF, is established.

Article 14 (Promotion): A promotion track for instructors and lecturers is established. Instructors and lecturers are made eligible to receive cumulative progress evaluations, upon their request. An electronic P&T process is adopted.

Article 15 (Tenure): An electronic P&T process is adopted.

Article 18 (Inventions and Works): The article is reorganized and modernized. An employee's right to publish and present his or her research is strengthened.

Article 20 (Grievance Procedure and Arbitration): UFF's legal right to file a grievance on behalf of the bargaining unit, a group of employees, or an individual employee is recognized.

Article 23 (Salaries): IMPOSED BY BOT – No across-the-board or merit salary increase package is provided. No discretionary salary increases are permitted.

Article 24 (Benefits): A limited same-sex domestic partner health insurance stipend is established.