

## **Deadline For Receipt of Ballot: February 21, 2014**

Dear Colleague:

The UFF and BOT collective bargaining teams have come to tentative agreement on Article 23 (Salaries) and Article 3 (UFF Privileges). This agreement settles the impasse declared by UFF in September 2013.

As a member of the bargaining unit, you now have the opportunity to vote on whether to approve these articles. If the majority of you vote "YES," following ratification by the BOT, the changes noted below will take effect. If the majority of you vote "NO", the UFF and BOT bargaining teams will immediately resume negotiations on these two articles.

If ratified, in addition to many things that are part of the status quo, such as promotion increases and TIP, RIA, and SoTL awards, the two articles will:

1. Provide a 2% raise to all employees whose 2012-2013 annual evaluation was Satisfactory or higher, effective January 17, 2014;
2. Provide a \$600 bonus authorized by the legislature to 35% of the employees in each department given to those with the highest 2013-2014 annual evaluations, starting with the lowest salaries;
3. Permit the administration to offer Administrative Discretionary Increases (ADI) up to a 0.75% cap, starting on May 8<sup>th</sup> and ending at the end of 2014; and
4. Provide released time for UFF to carry out its contract negotiation and enforcement obligations (3 units in Summer 2014 and 4 units in Fall 2014).

UFF encourages you to vote "YES" to approve these two articles. We have posted the articles on our web site: [Article 3 in DOC format](#), [Article 23 in DOC format](#). (PDF versions: [Article 3](#), [Article 23](#).)

**Voting will take place by [using the following process](#).**

1. Print the ballot, fill in the blank for Yes or No.
2. Place the ballot in a blank envelope and seal it.
3. Place that envelope in another envelope, seal it, and clearly print and sign your name on the back of the envelope.
4. Address the envelope to: Jim Gilkeson, Department of Finance, University of Central Florida, Orlando, FL 32816-1400. You can also use campus mail to send it to: Jim Gilkeson, Department of Finance, 1400.
5. **DEADLINE FOR RECEIPT OF THE BALLOT: February 21, 2014.**

There will be a public vote count at 10:30 a.m. on Monday, February 24, 2014 in the Dr. Phillips School of Real Estate (BA1 427) All members of the bargaining unit, whether a member of UFF or not, are welcomed to attend the vote count.

If you have questions about this process, please direct them to me at [jim.gilkeson@gmail.com](mailto:jim.gilkeson@gmail.com).

Best regards,

Jim Gilkeson  
co-chief contract negotiator  
United Faculty of Florida  
UCF Chapter Council  
[www.uffucf.org](http://www.uffucf.org)

## BALLOT

Regarding Articles 3 (UFF Privileges) and 23 (Salaries) for 2013-2014 agreed to by the United Faculty of Florida (UFF) and the UCF Board of Trustees (BOT):

\_\_\_\_\_ Yes, I vote in favor of ratification of these Articles.

\_\_\_\_\_ No, I vote against ratification of these Articles.