

Subject: Official Notice: 2016-2017 Collective Bargaining Agreement ratification vote

Dear Colleagues:

Below is a summary of the tentative agreement we reached with the BOT regarding Articles 3, 8, 23 & 24 that you will be voting to ratify.

Of course, you are encouraged to read the complete articles, as well as compare them to the current articles found in our 2015-18 Collective Bargaining Agreement.

If ratified, in addition to many elements that are part of the *status quo* (e.g., promotion increases, sabbaticals and paid parental leave) the contract will:

1. Provide a 1% across-the-board raise to all eligible faculty
2. Provide merit salary increases to all eligible faculty equal to 1.5% of the total base salary of all in-unit faculty in a department/unit, in a ratio of 1.0 for *Above Satisfactory* and 1.7 for *Outstanding*
3. Provide a one-time payment of \$970 (in lieu of a retroactive salary increase) to all eligible faculty
4. Provide a 0.2% equity pool for all E&G (Education and General) regular, clinical, research, non-visiting 9-month faculty whose August 12, 2016, 1.0 FTE base salary was less than \$45,000 for those with a Ph.D. or equivalent terminal degree, or less than \$42,000 for all others; or whose 12-month salary was less than \$60,000 for those with a Ph.D. or equivalent degree or less than \$56,000 for all others. Equity increases will be distributed proportionately to the difference between the faculty member's August 12, 2016 salary and the thresholds above
5. Establish promotion increases for Instructional Designers
6. Nearly double the number of incentive awards offered to in-unit faculty annually, from 70 in 2016-2017 to 120 beginning in 2017-2018. The number of Teaching Incentive Program (TIP) awards will increase from 40 to 55 and the number of Research Incentive Awards (RIAs) will increase from 20 to 55. Incentive awards will no longer recycle when faculty leave UCF
7. Allow Administrative Discretionary Increases (ADI) up to 1.5% of the total salary of E & G employees
8. Establish two new excellence awards: Excellence in English Language Institute Instruction and Excellence in Instructional Design
9. Provide UCF tuition waivers for up to six credit hours on a space-available basis to dependent children under the age of 26 and spouses of faculty members; this benefits begins in Spring semester, 2017
10. Initiate a flexible, voluntary phased retirement program for faculty who are not in the state's deferred retirement option program (DROP)
11. Require immediate negotiations if a change in statutes or regulations decreases retirement benefits
12. Include language that clearly states that faculty members who do not have a summer supplemental appointment are not obligated to perform any normal duty or activity for the university during the summer
13. Allows UFF a single exemption from released time limitations

Salary increases are effective December 16, 2016 and the lump sum payment will be made on that date or shortly thereafter.

UFF encourages you to vote "YES" to approve the tentative collective bargaining agreement. We have posted the articles on our web site at <http://www.uffucf.org/bargaining/current->

information/current-proposals/. The current Collective Bargaining Agreement in its entirety is available at <http://www.uffucf.org/wp-content/uploads/2015/12/CBA-20152018.pdf>.

If you have questions about this process or the terms and conditions of the tentative contract, please direct them to John Fauth at fzoologist@gmail.com.

Best regards,

John E. Fauth
Chief Contract Negotiator
United Faculty of Florida - UCF Chapter Council
www.uffucf.org

B A L L O T

Regarding the tentative collective bargaining agreement for 2016-2017 agreed to by the United Faculty of Florida (UFF) and by the UCF Board of Trustees (BOT):

_____ **Yes**, I vote in favor of ratification of this agreement.

_____ **No**, I vote against ratification of this agreement.