



To: University of Central Florida President Alexander Cartwright, Ph.D., University of Central Florida Provost and Executive Vice President for Academic Affairs Michael Johnson, Ph.D., University of Central Florida Vice-Provost of Faculty Excellence Jana Jasinski, Ph.D.,

CC: United Faculty of Florida President Andrew Gothard, University of Central Florida Faculty Senate Chair Stephen King, PhD.

The University of Central Florida Chapter of United Faculty of Florida (UFF-UCF) is aware of recent communications to in-unit faculty to notify them that they will be subject to a so-called post-tenure review evaluation beginning in the 2023-2024 academic year.

We want UCF to take note of the Florida Constitution, Article 1, Section 10 "No bill of attainder, ex post facto law or law impairing the obligation of contracts shall be passed."

In the context stated above, UFF-UCF will not reopen any articles of the CBA other than article reopens agreed upon in the CBA. Accordingly, we do not intend to bargain any such changes that conflict with the current CBA that would go into effect before the next CBA is ratified, including any such university regulations and/or policies drafted by the University of Central Florida.

The University must explicitly exclude the union bargaining unit from such changes and from any regulation/policy's scope of application. This exclusion should be stated in clear and unambiguous language in all communication about the policy/regulation to prevent the inadvertent application of the policy to members of our bargaining unit. In addition, in-unit employees who have been informed that they are to prepare for post-tenure review in the 2023-2024 academic year should be notified that such a request is contingent upon the language, if any, ratified in the next CBA.

The University must cease and desist implementing the so-called post tenure review evaluation. The union considers implementation of BoG regulations to include formulation and posting of University regulation, policy or procedure as well as application to individual faculty members.

Robert Cassanello,

A handwritten signature in blue ink, appearing to read "R. Cassanello". The signature is fluid and cursive, with a large initial "R" and a long, sweeping tail.

President of UFF-UCF