**Academy for Academic Personnel Administration**

**Fall 2013**

**Round Table Report**

**1. Institution Information**

Name of Institution/System: **University of Central Florida**

Name and Title of Individual Responding: **Dr. Ronnie L. Korosec, Assistant Vice Provost**

**2a. Description of Faculty Bargaining Unit(s) – Size and Composition**

Tenure status breakdown:

Tenured: 558

Tenure Earning: 163

Non-tenure Earning: 604 (includes 36 librarians, 23 instructional specialists)

Multi-year: 46

Academic &Professional: 38

Employee class: 6 are provisional, 72 are visiting, 11 are clinical, 27 are research, 1293 are regular.

Non-unit­: 289 faculty, of those, 93 are COM faculty

Dues-paying: 321 (or roughly 1/3 of the total).

Bargaining Agent: **United Faculty of Florida (UFF). (This group is affiliated with the NEA and AFT).**

Date of First Contract: **2004-2007 (locally, after devolution); 1976 (at the state level).**

Number of Succeeding Contracts: **Three (3).**

**Web address of current contract:** [**www.collectivebargaining.ucf.edu**](http://www.collectivebargaining.ucf.edu)

**3. Activity Report (e.g., status of current agreement or negotiations, details of last contract settlement, etc.):**

**The BOT and UFF negotiations for the 2012-2015 full book resulted in impasse in the spring of 2013, after approximately a year and a half of negotiations. While the two groups tentatively agreed (TA) on most Articles, there were three that they could not agree on: UFF Privileges (3), Appointment (8), and Salaries (23). The BOT declared impasse in March. Subsequently, both the UFF membership and BOT have approved the (imposed) version of the CBA in September of 2013.**

**In the fall of 2013, the BOT and UFF reopened two articles: UFF Privileges (3) and Salaries (23). However, after just three bargaining sessions, the UFF declared impasse. The issues leading to this stalemate were similar to those the two groups experienced in the previous session. The union was unwilling to provide the .75 of 1% of ADI for administration to use to make counter-offers without a 2% across board salary increase. The BOT offered a 1% across the board increase, to which the UFF wanted to reduce ADI to .50 of 1%.**

**4. Special or noteworthy happenings (e.g., relevant arbitration or court decisions, organizing campaigns, labor agency decisions, etc.).**

**The BOT reached a settlement with the UFF regarding supplemental pay for summer study abroad programs. This was the result of a public records request (PRR) that the UFF submitted in the summer of 2012. The UFF mistakenly interpreted partial information provided through that PRR and determined that faculty were either overpaid or underpaid for their efforts in study abroad summer programs from 2010-2012. This issue began as a grievance and was ultimately taken to arbitration. In the summer of 2013, before the case went to arbitration, both sides agreed craft a settlement that resulted in the issue being settled.**

**In addition, as a result of the impasse proceedings in the spring, the BOT removed almost all of the released time for the UFF—with the exception of retaining 1 unit of released time for the Grievance Chair. This action resulted in the Union filing independent grievances for each person who was supposed to get a release, as well as a chapter grievance covering the same issue. The individual grievances were rejected, and the chapter grievance was denied. The chapter grievance is now pending arbitration.**

**5. Special happenings related to fiscal issues (e.g., salary reductions, health and dental insurance costs, reductions in force, early retirement programs, program consolidation or elimination, etc.):**

**None.**