Academy for Academic Personnel Administration

**Fall 2014**

**Round Table Report**

**1. Institution Information**

Name of Institution/System: Seminole State College of Florida

Name and Title of Individual Responding: Claudia Salvano

Director, Policy and Labor Relations

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

The bargaining unit includes 218 full-time teaching faculty, librarians, counselors, professors/directors, and professor/program managers employed in regular (tenure-track or tenured) positions. Excluded are temporary full-time faculty and adjunct faculty, as well as all administrators, professional, career service, and part-time personnel.

Bargaining Agent: United Faculty of Florida

Date of First Contract: Still negotiating (Union was certified in October 2010)

Number of Succeeding Contracts: 0

Web address of current contract: No contract; TAs and other information are at <http://www.seminolestate.edu/legal-affairs/collective-bargaining.php>

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

The Union and College bargaining teams have met 56 times since bargaining began in February 2011. We reached our 14th tentative agreement in January 2014. Currently, there are 11 articles on the table including the Union’s 9th *Grievance and Arbitration* proposal. On October 20, UFF gave us a list (no proposals) of more articles that they want to include in the contract:

1. Teaching qualifications/credentials
2. Hiring processes:  faculty transfers, faculty vacancies, screening committees
3. Substitutes
4. Program managers, coordinator, supplemental faculty duties/contracts
5. Salaries and compensation
6. Benefits
7. Committees – Standing
   1. Academic (Curriculum, Academic Technology/LMS, Academic Calendar)
   2. Personnel (Tenure, Professional Development, Promotion, Rank)
8. Duration, including re-opener provisions (this will be last)

We are getting close to agreement on sabbaticals, tuition & fee waivers/refunds, and leave. Reduction in Force is a real problem. There is no end in sight for Performance Evaluations and Faculty Duties/Responsibilities (work week, office/campus hours.)

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

PERC ruled in favor of the College on a ULP that was filed by the former UFF chapter president, however, they did not award attorney’s fees.

**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.):**

The College offered a voluntary separation program (VSIP) in spring 2014. 183 employees qualified for the program and 49 took it including 12 faculty members. Employees had a few weeks to decide if they wanted to leave. Separations began July 1 and will end January 5, 2015. The program is costing around $3m and the College expects to recover costs in 3 years. Some VSIP vacancies will be filled; others will not. Overall, approximately 80 positions were cut at the end of last fiscal year. Some non-faculty contracts were not renewed.

Enrollment is down, money is tight, and the College did not give raises to anyone at the beginning of the fiscal/academic year. The Bargaining Unit expected step increases anyway and is threatening a ULP because they didn’t get them. Although enrollment is still down, College leadership cobbled together some money from lapsed dollars and a few other places. At the October 21 Board meeting, they attempted to persuade the Board to give an across-the-board increase to non-unit employees and a step increase to faculty effective January 1. The Board said no but suggested that they *might* consider a one-time payment that is not added to the base. In the meantime, the Board wants a list of all vacant positions, individual lapsed salaries, when the College expects to fill the positions, historical information, and more. Three of our five Board members are actively involved in the K-12 school system……