

What We Face Now

Florida Legislature 2011

➔ Governor Rick Scott and a majority of Florida legislators are preparing for a dramatic reduction in the jobs and benefits of public employees. This is how they plan to cover a budget deficit (up to \$4 billion) and pay for new tax breaks for corporations.

Because collective bargaining agreements (CBA) that protect public employees stand in the way of implementing plans for layoffs and cutting benefits, legislators are also looking for ways to eliminate union contracts and keep unions from functioning. A bill (HB 1023) requires unions to have 50% membership by July 1st or face decertification and loss of the CBA.

How will a funding crisis without a CBA affect faculty?

The threats to faculty:

- University and college budget cuts will lead to layoffs of faculty and reductions in benefits (sabbaticals, parental leave, etc.).
- Without a CBA faculty become “at will employees,” giving supervisors the power to fire anyone without justification or due process. Supervisors can then “cherry-pick” through faculty in any department and lay off anyone whose salary they want to use for other purposes.
- This means the end of legal guarantees for tenure, continuing contracts, and multiyear contracts. It also means the end of due process, academic freedom, and a grievance procedure with binding arbitration.
- Legislators are also threatening to require faculty contributions for retirement benefits and health and life insurance (5-15% salary loss).

Only a legally binding collective bargaining agreement protects:

- Academic freedom, due process, tenure, continuing contracts, fair evaluations, the right to grievances with binding arbitration, and assignment dispute resolution.
- Substantial salary increases for promotions.
- Paid parental leave, sabbaticals, and other benefits.
- Intellectual property rights

What can faculty do?

- Join UFF. We must have a majority of members this spring to withstand attacks on collective bargaining.
- Get involved in the UFF campaign to build a strong union.

In the past two years, UFF saved dozens of tenured and non-tenured faculty jobs by challenging “arbitrary and capricious” layoffs and non-renewals through arbitration.

Cary Nelson, the national president of the American Association of University Professors (AAUP), summed up the significance of these victories:

“[The arbitration wins are] confirmation of the power a union contract has to preserve faculty job security Even in those states that regard tenure itself as the equivalent of a contractual agreement, a legally enforceable union contract is still much more secure.” (*Inside Higher Ed*, 11/08/10)

UFF United Faculty
of Florida

www.UnitedFacultyofFlorida.org

UFF is the higher education affiliate of the Florida Education Association, National Education Association, American Federation of Teachers and the AFL-CIO.

United Faculty of Florida–University of Florida Membership Form

Please enroll me as a member of the United Faculty of Florida (FEA, NEA, AFT, AFL-CIO). I hereby authorize my employer to begin bi-weekly payroll deduction of United Faculty of Florida dues (1% of salary). This deduction authorization shall continue until revoked by me at any time upon 30 days written notice to UF's payroll office and to the United Faculty of Florida.

UFF DUES ARE ONE-PERCENT (1 %) OF REGULAR SALARY. DUES AND CONTRIBUTIONS TO UFF ARE NOT TAX DEDUCTIBLE AS CHARITABLE CONTRIBUTIONS FOR FEDERAL INCOME TAX PURPOSES, BUT MAY BE TAX DEDUCTIBLE AS PROFESSIONAL BUSINESS EXPENSES.

Contact president@uff-uf.org for any questions. Visit www.uff-uf.org for more info.

To join UFF, sign this form and (a) give it to a UFF representative in your department, or (b) contact UFF and we will come pick it up, or (c) scan it in and email it to president@uff-uf.org or (d) mail it to United Faculty of Florida, 308 Yon Hall, PO Box 112070.

NAME (Last, First MI) _____

Social Security Number: XXX – XX – _____
(we only require the last 4 digits)

Department _____

TITLE _____
(i.e., Assistant Professor, Professor, Lecturer, Assoc In, University Librarian, Instructor)

CAMPUS LOCATION _____

OFFICE HOURS _____

HOME ADDRESS _____

CITY/STATE _____ ZIP _____

PHONE: Work _____

Home _____

E-MAIL _____

SIGNATURE _____ DATE _____
(for payroll deduction authorization)

By becoming a UFF member you will:

- Save your Collective Bargaining Agreement
- Strengthen the voice of faculty in negotiations;
- Support our lobbying efforts for better higher education funding and academic excellence;
- Receive professional protection by way of a free \$1 million professional liability policy;
- Obtain the right to vote in UFF elections and thereby influence UFF bargaining and legislative priorities;
- Gain access to a variety of “members only” workshops, events and services, including free life insurance policies and legal representation;
- Receive free professional publications and literature about national higher education issues.