

Subject Line: Faculty Rights Secured; Vote April 22 & 23

Dear Colleague:

The UF administration and the UFF have reached agreement in principle on a Memorandum of Agreement (MOA) to put nearly 50 new contract articles into effect on a provisional basis immediately, even though negotiations on the new faculty collective bargaining agreement (the Contract) are not yet finished. The MOA also provides that the remaining articles the administration and the union are currently negotiating will be placed into effect immediately upon their completion.

This interim implementation of critical rights and protections must be approved by vote of the bargaining-unit faculty. All in-unit faculty, regardless of UFF membership, are eligible and encouraged to vote.

THE FACULTY VOTE WILL TAKE PLACE ON TUESDAY, APRIL 22nd AND WEDNESDAY, APRIL 23rd. VOTING WILL BE FROM 9 AM TO 5 PM AT THE UNIVERSITY AUDITORIUM, EXCEPT FOR P. K. YONGE FACULTY, WHO WILL VOTE ON THE P. K. YONGE CAMPUS. THE FINAL VOTE COUNT WILL BE COUNTED AT 5 PM ON WEDNESDAY, APRIL 23rd AT THE UNIVERSITY AUDITORIUM.

Importantly, this vote will NOT replace the final ratification vote on the entire Contract, once negotiations have been completed. It only affirms the terms of the MOA and puts the new rights and protections in place for the period preceding ratification of the completed Contract. This is an interim step, providing stability and improving faculty rights pending formal final ratification, which we expect will occur next year after the remaining provisions of the Contract are settled.

Why take this step, since contract provisions are normally voted on only once, when everything is done? The short answer is that these are not normal circumstances. Although UFF and the UF administration have been negotiating vigorously for two and a half years, the uncertainties caused by the Florida budget crisis have hampered progress on several remaining issues. The union and the administration will continue to work to resolve these problems, but it is impossible under the circumstances to achieve agreement on them all in time to hold a final contract-ratification vote this spring.

Given the current climate, UFF and the UF administration believe that it is better for all concerned to have the provisions on which agreement has already been reached take effect NOW, while the two bargaining teams continue to work on resolving the rest of the Contract. These new provisions, geared to the specific needs of UF, are a marked improvement over the status quo, offering significantly enhanced protections in areas such as academic freedom, faculty governance, tenure and promotion, lay-off and non-renewal, appointments, grievance, and nondiscrimination. They also provide expanded benefits — including a groundbreaking pilot program for paid parental leave.

Over the next several days we will be sending you emails highlighting a few of the key provisions implemented by the MOA. The complete text of all the new articles is

available [here](#); the articles to be implemented by the MOA are those identified on the website as settled by “Tentative Agreement” between the UFF and the BOT. A copy of the MOA itself will be posted on our website; you can access it [here](#).

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