

# 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, 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 layoff anyone whose salary they want to use for other purposes.
- This means the end of legal guarantees for tenure and continuing 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.
- Wages, hours, and terms and conditions of employment.
- Leave, sabbaticals, health care 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.
- Contact your colleagues about UFF.
- Don't let them take away your 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

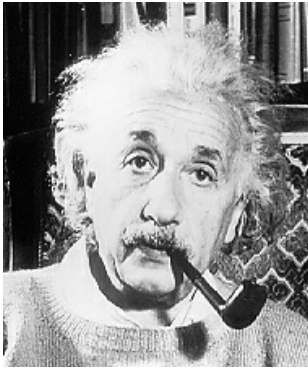
[www.UnitedFacultyofFlorida.org](http://www.UnitedFacultyofFlorida.org)

# United Faculty of Florida

## Support the Team that Works for You Join the UFF!

Academic Freedom, Tenure, Shared Governance, Nondiscrimination, Promotion, Salaries, and Benefits. These are just a sample of the important issues addressed in our Collective Bargaining Agreement. Professional liability insurance and legal assistance are examples of direct benefits of UFF membership. Most importantly, joining the United Faculty of Florida helps to build a stronger voice for higher education faculty throughout Florida, and nationally. "Although [membership] is not a perfect predictor of power and influence, it is perhaps the strongest correlate of the ability of unions to perform positive political and economic functions for their members and their societies."

-- Verma (U. Toronto), Kochan (M.I.T.), & Wood (U. Sheffield, UK), *British Journal of Industrial Relations* (2002)



*"I consider it important, indeed urgently necessary, for intellectual workers to get together, both to protect their own economic status and, generally speaking, to secure their influence in the political field."*

-Albert Einstein

Charter member of the American Federation of Teachers  
at Princeton University, 1938

## Find Your Voice ... Join the United Faculty of Florida

Visit the UFF Web Site at [www.unitedfacultyofflorida.org](http://www.unitedfacultyofflorida.org) and the UFF-Seminole Web Site at [www.uff-seminole.org](http://www.uff-seminole.org)

### UFF Membership Form

UFF dues are 1% of Regular Annual Salary\*

Please Print Complete Information

UFF-Seminole State College Chapter

\_\_\_\_\_  
Last Name, First Name MI

\_\_\_\_\_  
Department or Unit

\_\_\_\_\_  
Home Street Address

\_\_\_\_\_  
Campus Address or Mail Code

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City, State

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Zip Code

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Office Phone

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Home Phone

\_\_\_\_\_  
E-mail address - Personal/Home

\_\_\_\_\_  
E-mail address - office

\*Regular Annual Salary is the annualized salary amount as stated in the CONTRACT OF EMPLOYMENT FOR FACULTY or the SUPPLEMENTARY STATEMENT TO CONTINUING CONTRACT OF EMPLOYMENT FOR FACULTY, as applicable.

**Please enroll me immediately as a member of the United Faculty of Florida (FEA, NEA-AFT, AFL-CIO). I hereby authorize my employer to begin monthly payroll deduction of United Faculty of Florida dues (1% of regular annual salary).** This deduction authorization shall continue until revoked by me at any time upon 30 days written notice to the Seminole State College payroll office and to the United Faculty of Florida.

\_\_\_\_\_  
Signature (for payroll deduction authorization)

\_\_\_\_\_  
Today's Date

Please return this form to Michael Hoover, UFF-Seminole, SLM Campus, UP 4007, (407) 708-2084 r 03/11