

# **UFF-SEMINOLE NEWS & NOTES #7 JULY 29, 2010**

## ***What about Salaries?***

As many of you know by now, the Seminole State College Board of Trustees unanimously agreed to compensation increases for faculty amounting to one step and a 2% raise for 2010-2011. The “package” was equivalent to that proposed by the Faculty Compensation Committee (FCC). Comprised of faculty and administrators, the FCC is “charged” with assembling and analyzing salary and benefits information at comparable institutions and making a compensation recommendation that administration is willing to submit to the Board of Trustees for its consideration.

The faculty’s role in setting goals for compensation is severely circumscribed by the current process. In recent years, the FCC has not always held regularly scheduled meetings (would the group have met last spring if there had been no faculty effort to unionize?). But even when it has done so, a good deal of room has existed for administration to impede the committee’s work. For example, in response to requests for financial information, administration provided limited data leaving the FCC hamstrung in its efforts to understand relevant issues and circumstances. Meanwhile, faculty is reduced to encouraging members of the committee to make a strong compensation recommendation.

In contrast, collective bargaining offers faculty the opportunity to be full partners in any decisions that affect salary, pay practices, and working conditions. Collective bargaining is a pro-active process whereby the faculty introduces comprehensive proposals regarding salary issues and working conditions that embody the goals of the faculty in these areas. Moreover, the union has legal rights to pertinent material. Ensuing negotiations shape the ultimate agreement on these issues. Salary and working conditions are invariably enhanced when faculty collectively identify desired outcomes and negotiate from a unified position.

## ***Did You Know...***

that the College can unilaterally change the Faculty Handbook? Intended to provide faculty with details regarding employment, the Handbook’s content constitutes neither an expressed nor an implied contract between Seminole State and employees. In contrast, a negotiated agreement offers faculty the greatest degree of certainty and security. Such an accord clearly sets forth all the terms and conditions of employment. These terms reflect the input of the faculty and are secured by concurrence for a specified length of time.

## ***Beginning of the Year Bash***

UFF-Seminole is going to start the school year off right with a faculty social. We had a great turnout at the January gathering and hope to see even more of you this time around. Be on the lookout for an announcement about date, time, and place.

## ***\$45,804.12 & Counting***

The amount of money that Seminole State College had spent as of April 30, 2010 to disenfranchise faculty members in its attempt to exclude them from our collective bargaining unit. We will make the latest figures available to you as soon as we have them.

# **uff-seminole.org**