

YOU ASKED

How many colleges and universities in Florida have a union?

All eleven state universities have a United Faculty of Florida (UFF) chapter with collective bargaining rights and contracts. UF, FSU, USF, and FAMU have graduate assistant bargaining chapters as well. Among community and state colleges, Brevard, Broward, Chipola, Edison, Hillsborough, Palm Beach, Pensacola, and Florida State College at Jacksonville have UFF chapters with collective bargaining rights and contracts. Among private institutions, St Leo University has a bargaining chapter. Indian River CC has an American Association of University of Professors (AAUP) bargaining chapter.

State College of Florida /Manatee-Sarasota faculty have been meeting with UFF to consider a card drive there. St. Petersburg College faculty as well as Pasco-Hernando, Santa Fe, and Valencia community college faculties have also approached UFF.

Why does it cost so much to belong to the union?

Our statewide UFF is a local of the Florida Education Association and is also affiliated nationally with National Education Association (NEA), American Federation of Teachers (AFT), and the AFL-CIO. Each of these brings a variety of resources, services, and support to the mix and each has their own dues which are included in the 1% of base salary that UFF charges for bargaining chapters. A portion of the dues for UFF itself are then rebated to the chapter itself to cover chapter costs such as membership drives, organizing, meetings, and mailings.

Are there categories of membership for temporary full-time and part-time faculty?

Generally, temporary full-time are treated the same as permanent full-time because most often contracts give them the same privileges and count some or all of their service towards tenure.

There are categories for part-time and for associate (non-bargaining unit) members. But neither has bargaining rights. We will likely move to organize part-time/adjunct faculty in the future. However, UFF leadership does not believe it prudent to add greater demands on services and support, until existing chapters have increased membership.

How soon after joining UFF will I begin receiving information and materials?

A new member is added to the database within a few days after joining. Information and mailings start with the next distribution. Member benefits include NEA and AFT periodicals and journals, legal counsel, reduced insurance rates and restaurant, shopping, and travel discounts.

How much will it cost to negotiate a collective bargaining contract?

There is no direct cost to bargain. Associated costs include our UFF service director's salary that UFF pays, the salaries of the employees on the administration's bargaining team and the faculty on our team, and any costs that the college may incur for outside attorney fees. It is important to note that many colleges and universities use their own in-house counsel.

Also, there may be incidental costs for refreshments such as light snacks and beverages. In some instances, the teams take turns providing lunch.

What items and issues can be negotiated for a contract?

Anything construed as "wages, hours, and terms and conditions of employment" are mandatory subjects that must be bargained if either side requests. Anything and everything else is permissive and may be bargained if both sides agree to bargain it. Neither side is obligated to bargain permissive subjects.

Will the union empower faculty-based committees that are currently ignored?

Absolutely! Committees and their operation can be included in the contract. The contract can mandate a committee handbook and establish that it cannot be changed without mutual agreement.

<http://www.uff-seminole.org/>

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