

Board of Trustees update: Friday, July 27

Negotiating teams representing the UCF Board of Trustees and United Faculty of Florida discussed contract provisions related to disciplinary action and job abandonment during a session on Friday, July 27.

The Board of Trustees and United Faculty of Florida teams have been meeting for the past eight months to develop a new contract. The current three-year contract expires on Aug. 31, 2007. The next negotiating session is scheduled for 10:30 a.m. to 3 p.m. Friday, Aug. 10, in room 243 of Millican Hall.

A UFF proposal presented Friday indicated that the university should not discipline employees for “activities that fall outside the scope of employment.” UFF team members said they want to make sure employees are not disciplined for actions, such as criticizing President Bush, that are not related to their jobs.

Board of Trustees team members said the university should have the right to discipline employees for off-duty conduct that could affect the work environment. For example, the university should have the right to discipline off-duty employees who harass other employees by calling them repeatedly or showing up at their homes, the BOT team said.

The two teams said they would try to work out contract language that addresses both sets of concerns.

The teams also discussed whether there should be a statute of limitations on starting disciplinary processes after alleged misconduct. The UFF’s proposal for Article 16 included a 30-day statute of limitations between the time when the university “knew or should have known about the alleged misconduct” and the start of the investigation or disciplinary process. UFF team members said the university should strive to solve problems quickly.

The Board of Trustees team said it was concerned about situations in which an incident may not appear severe enough to merit an investigation at first but that may be seen as more severe after the university learns more about what happened.

The two teams also discussed provisions related to involuntary leave with pay and a requirement that the university give employees written notice about their right to UFF representation before it can begin a formal investigation that may lead to disciplinary actions.

The UFF and Board of Trustees are close to reaching an agreement on Article 17, which covers leaves. The other remaining topics of negotiation are:

- *Article 3: UFF Privileges
- *Article 8: Appointment
- *Article 10: Employee Performance Evaluation

*Article 23: Salaries