Submitted by: Terry L. Hickey, Provost and Executive Vice President  
Submitted for: All Faculty  
Subject: BOT Team Declares Impasse

Throughout this difficult period of state-mandated budget cuts, the university has been negotiating in good faith with the United Faculty of Florida (UFF) to reach a new collective bargaining agreement. The two bargaining teams have accomplished a great deal since negotiations began in November of 2006 and have tentatively agreed to 24 of 32 articles.

However, progress has stalled on six (6) remaining substantive articles. These articles, Article 8 (Appointments), Article 10 (Employee Performance and Evaluations), Article 16 (Disciplinary Action and Job Abandonment), Article 20 (Grievance Procedure and Arbitration), Article 21 (Other Employee Rights), and Article 23 (Salaries), remain unresolved. Accordingly, today, May 15, the Board of Trustees (BOT) negotiating team declared impasse.

This declaration of impasse will allow the university and the UFF to follow a legal procedure that will result in a more timely resolution of these outstanding issues. The impasse procedure provides for a special magistrate to listen to both sides and make recommendations to help the parties reach a consensus. The process should take approximately ninety (90) days to complete.

While we proceed through the impasse resolution process, the university will follow the terms of the expired collective bargaining agreement and observe the status quo. The BOT recognizes that, in spite of the very difficult economic environment that exists today, faculty members have continued their extraordinary efforts to serve both our students and community. The BOT negotiating team remains committed to continuing to work with the United Faculty of Florida to find solutions that are in the best interests of all involved.

-------------

Terry L. Hickey  
Provost and Executive Vice President  
University of Central Florida