

**University of Central Florida
Board of Trustees & United Faculty of Florida
Collective Bargaining Session Minutes**

November 22, 2004
6:00 p.m. – 8:20 p.m.
CAS-192

ATTENDEES

BOT Bargaining Team: David Kornreich (Chief Negotiator), Sherry Andrews, and Tom Keon

UFF Bargaining Team: Jim Gilkeson (Chief Negotiator), Rich Gause, Chris Snodgrass, and Beth Young

Handouts: UFF Memorandum of Understanding addressing 2003-2004 and 2004 – 2005 Salary Increases and accompanying material

- BOT counterproposal (3rd proposal) designated as Article 16 (Disciplinary Action and Job Abandonment)
- BOT counterproposal (2nd proposal) designated as Article 17 (Leaves)
- BOT counterproposal (3rd proposal) designated as Article 21 (Other Employee Rights)
- BOT counterproposal (6th proposal) designated as Article 22 (Sabbaticals and Professional Development Programs)
- BOT counterproposal (3rd proposal) designated as Article 24 (Retirement and Benefits)
- BOT counterproposal (4th proposal) designated as Article 28 (Miscellaneous Provisions)
- BOT counterproposal (3rd proposal) designated as Article 32 (Definitions)
- BOT complete contract proposal comprised of the following articles and appendices designated as follows: Preamble, Article 1 (Recognition), Article 2 (Consultation), Article 3 (UFF Privileges), Article 4 (Management Rights), Article 5 (Academic Freedom and Responsibility), Article 6 (Nondiscrimination), Article 7 (Minutes, Rules, Budgets, and Reports), Article 8 (Appointment and Annual Salary Notification), Article 9 (Assignment of Responsibilities), Article 10 (Employee Performance Evaluations), Article 11 (Evaluation File), Article 12 (Non-Reappointment), Article 13 (Layoff and Recall), Article 14 (Promotion Procedure), Article 15 (Tenure), Article 16 (Disciplinary Action and Job Abandonment), Article 17 (Leaves), Article 18 (Inventions and Works), Article 19 (Conflict of Interest or Commitment/Outside Activity), Article 20 (Grievance Procedure and Arbitration), Article 21 (Other Employee Rights), Article 22 (Sabbaticals and Professional Development Programs), Article 23 (Salaries), Article 24 (Benefits), Article 25 (UFF Insurance Deduction), Article 26 (Payroll Deduction), Article 27 (Maintenance of Benefits), Article 28 (Miscellaneous Provisions), Article 29 (Severability), Article 30 (Amendment and Duration), Article 31 (Totality of Agreement), Article 32 (Definitions), Appendix A (Position Classifications in the Bargaining Unit), Appendix B (United Faculty of Florida Dues Check-Off)

Authorization Form), Appendix C (University of Central Florida Board of Trustees/United Faculty of Florida Grievance Form – Step 1), Appendix D (University of Central Florida Board of Trustees/United Faculty of Florida Grievance Form – Step 2), Appendix E (University of Central Florida Board of Trustees/United Faculty of Florida Notice of Arbitration), Appendix F ((Board of Trustees and United Faculty of Florida Exclusive Assignment Dispute Resolution (ADR) Grievance Procedure))

1. A draft of the 11/22/04 bargaining session minutes was distributed and no changes were made.
2. The UFF team presented a Memorandum of Understanding (MOU) addressing 2003-2004 and 2004 – 2005 salary increases along with accompanying material. Following a caucus the BOT team made a verbal counterproposal to the UFF team's MOU. Discussion ensued.
3. The BOT team declared the negotiations to have reached impasse. The BOT team presented counterproposals of several articles designated as follows: Article 16 (Disciplinary Action and Job Abandonment), Article 17 (Leaves), Article 21 (Other Employee Rights), Article 22 (Sabbaticals and Professional Development Programs), Article 24 (Retirement and Benefits), Article 28 (Miscellaneous Provisions), and Article 32 (Definitions). The BOT team also presented a complete contract proposal comprised of the following articles and appendices designated as follows: Preamble, Article 1 (Recognition), Article 2 (Consultation), Article 3 (UFF Privileges), Article 4 (Management Rights), Article 5 (Academic Freedom and Responsibility), Article 6 (Nondiscrimination), Article 7 (Minutes, Rules, Budgets, and Reports), Article 8 (Appointment and Annual Salary Notification), Article 9 (Assignment of Responsibilities), Article 10 (Employee Performance Evaluations), Article 11 (Evaluation File), Article 12 (Non-Reappointment), Article 13 (Layoff and Recall), Article 14 (Promotion Procedure), Article 15 (Tenure), Article 16 (Disciplinary Action and Job Abandonment), Article 17 (Leaves), Article 18 (Inventions and Works), Article 19 (Conflict of Interest or Commitment/Outside Activity), Article 20 (Grievance Procedure and Arbitration), Article 21 (Other Employee Rights), Article 22 (Sabbaticals and Professional Development Programs), Article 23 (Salaries), Article 24 (Benefits), Article 25 (UFF Insurance Deduction), Article 26 (Payroll Deduction), Article 27 (Maintenance of Benefits), Article 28 (Miscellaneous Provisions), Article 29 (Severability), Article 30 (Amendment and Duration), Article 31 (Totality of Agreement), Article 32 (Definitions), Appendix A (Position Classifications in the Bargaining Unit), Appendix B (United Faculty of Florida Dues Check-Off Authorization Form), Appendix C (University of Central Florida Board of Trustees/United Faculty of Florida Grievance Form – Step 1), Appendix D (University of Central Florida Board of Trustees/United Faculty of Florida Grievance Form – Step 2), Appendix E (University of Central Florida Board of Trustees/United Faculty of Florida Notice of Arbitration), Appendix F ((Board of Trustees and United Faculty of Florida Exclusive Assignment Dispute Resolution (ADR) Grievance Procedure)).
4. The parties agreed to meet at a later date to sign off on a tentative agreement to Article 22 (Sabbaticals and Professional Development Programs) using the language agreed to by the parties during several counterproposal exchanges.

More details and comments from the BOT team are provided at the web site below:
<http://provost.ucf.edu/bargaining/home.html>

More details and comments from the UFF are provided at the web site below:
<http://www.uffucf.org/bargaining/news.html>