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

December 16, 2003  
6:05 p.m. – 8:30 p.m.  
CAS 192

ATTENDEES

BOT Bargaining Team: Frank Juge (Chief Negotiator), Lin Huff-Corzine (Associate Chief Negotiator), Jose Fernandez, Tom Keon, Sandra Robinson and John Schell

UFF Bargaining Team: Rich Gause (Chief Negotiator), Jim Gilkeson, Phyllis Hudson, Chris Snodgrass and Dan Vaughen

Handouts:  
- BOT team proposed Memorandum of Understanding (MOU)  
- Employee Promotion Salary Increase (amended)  
- UFF proposals designated as Article 5 (Academic Freedom and Responsibility), Article 6 (Nondiscrimination), and Article 8 (Appointment)

1. The parties discussed the handling of meeting minutes. The parties agreed on a process for past and future minutes.

2. The BOT team announced that Lin Huff-Corzine (BOT Associate Chief Negotiator) will speak for the BOT team while Frank Juge (BOT Chief Negotiator) is out of town from Dec. 29\textsuperscript{th} – Jan. 20\textsuperscript{th}.

3. The BOT team submitted an amended MOU for employee promotion salary increases. The UFF agreed to the amended MOU and both parties signed the document.

4. The parties discussed merit-based award programs at the University.

5. The UFF presented its proposals, designated as Article 5 (Academic Freedom and Responsibility), Article 6 (Nondiscrimination), and Article 8 (Appointment). The BOT team asked questions about the UFF’s proposals to which the UFF responded.

The next bargaining session will take place on December 29\textsuperscript{th}, from 6:00 p.m. – 8:30 p.m. in CAS 192.
More details and comments from the BOT team are provided at the web site below:
http://pegasus.cc.ucf.edu/~provost/bargaining/reports.html

More details and comments from the UFF are provided at the web site below: