

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

January 19, 2022  
1:30p.m. – 3:30p.m.  
Zoom Meeting

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**ATTENDEES**

**BOT Bargaining Team:** Charles Reilly, Charlie Piper, Florencio Hernandez, and Sara Potter

**UFF Bargaining Team:** Talat Rahman, Kevin Coffey, Elizabeth Danker-Kritzer, Monique Levermore, John Raible, and Alfons Schulte

**Handouts:** UFF Proposal #5, Article 20, Grievance Procedure and Arbitration  
UFF Proposal #1, Article 32, Definitions  
UFF Proposal #5, Article 23, Salaries  
TA Version of Article 13, Layoff and Recall  
BOT Proposal #3, Article 8, Appointment  
BOT Proposal #5, Article 12, Non-Reappointment  
BOT Proposal 2, Article 16, Disciplinary Action and Job Abandonment,  
BOT Proposal #6, Article 22, Sabbaticals and Professional Development Programs  
BOT Proposal #3, Article 31, Totality of Agreement  
BOT Proposal #4, Article 20, Grievance Procedure and Arbitration

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1. The minutes from January 5, 2022, were reviewed and changes were made to the handouts section.
  2. The BOT and UFF discussed the TA versions of Articles 3, 4, and 20. The TA Version of Article 20 was rejected and withdrawn.
  3. The UFF distributed UFF Proposal #5, Article 20, Grievance Procedure and Arbitration, and it was discussed.
  4. The UFF distributed UFF Proposal #1, Article 32, Definitions, and it was discussed.
  5. The UFF distributed UFF Proposal #5, Article 23, Salaries, and it was discussed.
  6. The BOT distributed the TA Version of Article 13, Layoff and Recall, and it was discussed.
  7. The BOT distributed BOT Proposal #3, Article 8, Appointment, and it was discussed.
  8. The BOT distributed BOT Proposal #5, Article 12, Non-Reappointment.
  9. The BOT distributed BOT Proposal #2, Article 16, Disciplinary Action and Job Abandonment, and it was discussed.
  10. The BOT distributed BOT Proposal #6, Article 22, Sabbaticals and Professional Development Programs, and it was discussed.
  11. The BOT distributed BOT Proposal #3, Article 31, Totality of Agreement, and it was discussed.

*More information from the teams provided at (BOT) <http://collectivebargaining.ucf.edu> and (UFF) <http://www.uffucf.org/>*

**Future Collective Bargaining Sessions**

February 2, 2022, Zoom, 1:30-3:30pm  
February 16, 2022, Zoom, 1:30-3:30pm  
March 9, 2022, Zoom, 1:30-3:30pm  
March 23, 2022, Zoom, 1:30-3:30pm

12. The BOT distributed BOT Proposal #4, Article 20, Grievance Procedure and Arbitration, and it was discussed.
13. The BOT tentatively agreed to articles 3, 4, 8, 13, 14 and 32.