

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

December 15, 2023  
1:30p.m. – 3:00p.m.  
Via Zoom

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**ATTENDEES**

BOT Bargaining Team: Charles Reilly, Craig Novick, and Charlie Piper

UFF Bargaining Team: Talat Rahman, Dan Eadens, Yovanna Pineda and Robert Cassanello (ex-officio)

Handouts: Joint Handout #01, Listing of potential SQ Articles  
UFF 02, Article 16, Letters of Counsel, Disciplinary Action, and Job Abandonment  
UFF Handout #03, Termination Language in CBAs from other FL Institutions

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1. The minutes from the November 29, 2023 meeting were reviewed; no changes were made.
2. The BOT provided a status update on Article 23; not authorized to provide a response at this time.
3. The BOT and UFF teams discussed potential status quo (SQ) Articles for 2024-27 full book. The teams agreed to TA on Articles 7, 13, 25, 27, 28, 29, and 31. The Articles are to be signed before the next collective bargaining session.
4. The BOT team responded to UFF MOU 01, Future Arbitration, and the BOT team expressed that they anticipate responding with proposals to the affected Articles (2, 6, 9, 11, 19, and 20) at the next collective bargaining session.
5. The UFF provided UFF Proposal #2, Article 16, Letters of Counsel, Disciplinary Action, and Job Abandonment, and it was discussed.
6. The UFF provided Handout #03 titled “CBA Termination Language USF-UWF-UNF-2023-12-15” and it was discussed.
7. The teams discussed future bargaining sessions beyond 1/19/2024.

**Future Collective Bargaining Sessions**

Friday, January 19, 2024, Via Zoom 1:30-3pm

Wednesday, January 31, 2024, MH 395 1-3pm

Wednesday, February 28, 2024, tentatively MH 395 1-3pm

Wednesday, March 27, 2024, tentatively MH 395 1-3pm

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