

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

February 28, 2024  
1:00p.m. – 3:00p.m.  
Via Zoom

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**ATTENDEES**

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

UFF Bargaining Team: Talat Rahman, Yovanna Pineda, Dan Eadens, Elizabeth Danker Kritzer, Michelle Dusseau, and Robert Cassanello (ex-officio)

Handouts: UFF 01, MOU, Post Tenure Review Performance Improvement Plan MOU  
UFF 01, Article 9, Assignment of Responsibilities  
UFF 01, Article 19, Conflict of Interest or Commitment/Outside Activity  
UFF 01, Article 20, Grievance Procedure and Arbitration

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1. The minutes from the January 19, 2024 meeting were reviewed; no changes were made.
2. The BOT provided a status update on Article 23; requested a meeting on Wednesday, March 13, 2024, to discuss a possible one-time payment as part of a future BOT proposal.
3. The BOT team provided feedback on UFF Proposal #1 Article 3, UFF Privileges, and it was discussed.
4. The BOT team provided feedback on UFF Proposal #1 Article 5, Academic Freedom, and it was discussed.
5. The UFF team provided a document, “Post Tenure Review Performance Improvement Plan MOU” and it was discussed.
6. The UFF team provided UFF 01, Article 9, Assignment of Responsibilities, and it was discussed.
7. The UFF team provided UFF 01, Article 19, Conflict of Interest or Commitment/Outside Activity, and it was discussed.
8. The UFF team provided UFF Proposal #1, Article 20, Grievance Procedure and Arbitration, and it was discussed.

**Future Collective Bargaining Sessions (Wednesdays)**

March 13, 2024, via Zoom 1-3pm  
March 27, 2024, via Zoom 1-3pm  
April 17, 2024, via Zoom 1-3pm  
May 1, 2024, via Zoom 1-3pm  
May 22, 2024, via Zoom 1-3pm  
June 12, 2024, via Zoom 1-3pm  
July 3, 2024, via Zoom 1-3pm  
July 24, 2024, via Zoom 1-3pm

August 14, 2024, via Zoom 1-3pm  
September 4, 2024, via Zoom 1-3pm  
September 25, 2024, via Zoom 1-3pm  
October 16, 2024, via Zoom 1-3pm  
November 13, 2024, via Zoom 1-3pm  
December 4, 2024, via Zoom 1-3pm