

Impact Bargaining
UFF Proposal #1
October 8, 2019

Faculty are the backbone of this university. –University of Central Florida

The UCF chapter of the United Faculty of Florida demands impact bargaining over the mandatory Ethics Training. We would like transparency as to why our already overworked faculty are being asked to hurriedly do this training.

As an institution pursuing the success of first generation and working class students, a 2-hour mandatory training due during the busiest time of the semester is a major burden to our employees and students. With a 31-1 student-faculty ration, employees would forego working on their regular duties, including teaching, research, and service, in order to spend two hours to do this training. For our non-native speakers, such a training has taken up to four hours.

To minimize the impact to our employees and students, UFF-UCF proposes the following:

1. Extend the deadline to the last day of fall semester 20 December 2019.
2. The University shall provide different modes of doing this training (i.e., 2-3 dates for each campus for a 90-minute in-person session on main, downtown and Rosen campuses).
3. The University shall provide all materials or manual in print upon request to the UCF Ethics and Compliance Office.
4. Employees shall be allowed multiple attempts and not be penalized for being unable to complete the training by Friday, 10/11 owed to other professional and scholarly duties.
5. Any in-unit employee required to develop or deliver such training or support shall receive appropriate adjustments, as needed, to their scheduled work hours or assignments, or receive appropriate compensation, such as \$100.