

Joint Statement #2 on CBA Renegotiation Progress

The UWF-UFF renegotiation is entering its fourth full month of deliberations. We are providing a progress report of what has transpired during meetings up to this point.

We have tentatively approved four items:

Tentative Agreement (TA) #1 modified 3.4 to clarify released time for UFF representatives.

TA #2 modified 10.3, substituting “university” breaks for “spring” breaks to facilitate University schedule planning.

TA #3 modified 11.2b in a substantive fashion. The modification clarifies the concept “classroom observation” and addresses online course evaluation. If the classroom observation or evaluation of online instruction is to be used in annual evaluation, a requirement of three phases, including a context setting opportunity, the actual observation or review, and a written follow-up is now in place. The online faculty member and supervisor also must mutually agree on the scope of what will be examined in the evaluation.

TA #4 modified 6.2(c) in a minor fashion. The phrase “and academic” was added to the final paragraph of existing text to include the impact of sexual harassment on work and academic performance.

Although not resulting in an official TA, after significant discussion both sides agreed that summer session funding and faculty employment could be redesigned to enhance mutual satisfaction. The UWF Chief Negotiator will be discussing the mutual interests on this topic with the president.

In various stages of progress are the following topics:

- grievance protocol issues (both UWF and UFF proposing the item)
- professional development leave for faculty not in tenure track (UWF)
- student evaluation processes (UWF)
- faculty input in hiring process (UFF)

Formally set aside after discussion were the following topics:

- proposed amendment to change the title of 5.3 by adding “and profession” to academic responsibilities
 - clarification of faculty responsibilities related to assessment

Although not formally a “term and condition of employment,” we also agreed to some improvements in faculty benefits:

1. Pool use will be available for faculty members and their families at a reduced cost.
2. Access to UWF productions at the CFPA will be made available at the lowest discount rates available.
3. The option to spread 9 month salary across a twelve-month period, starting in the fall of 2009.

We are pleased to report that the use of Interest Based-Bargaining appears to be very helpful for producing a collaborative and collegial atmosphere.

We welcome observers in the process. We have scheduled meetings every Wednesday afternoon from 1:15 to 4:00 in the COPS Conference Room. Please be aware that if you attend as an observer and wish to contribute to the discussion, both bargaining teams must acknowledge your request and agree before you may speak.

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