

UFF

United Faculty of Florida-Florida Atlantic University

December 22, 2010

Mr. Dennis J. Crudele
Senior Vice President for Financial Affairs
Williams Administration Building, Room 346
777 Glades Road
Boca Raton, Florida 33431-0991

Dear Mr. Crudele

Many members of the faculty have serious concerns about glitches in the implementation of the raises to members of the bargaining unit, and particularly in the communication, and non-communication about the situation by the administration to the faculty, and to its bargaining representatives.

FAU's faculty members were told, with inadequate detail, about the existence of the general error. We were told that part of the retroactive portion of the raises for all 9-month faculty (except those electing 12-month payouts) would be short. However, we were not given the simple explanation – that the person programming the retroactive portion, representing 7.8 pay periods, had figured the bi-weekly raises based on 26.1 pay periods, rather than 19.5. Thus, the payment would be $(19.5/26.1)$ times what it should have been. Even some university faculty can grasp this sort of thing, and the information should have been shared. We also find it especially concerning that the UFF Chapter President and Chief Negotiator were not given the full information.

We have become aware of other errors in individual raise calculations, and there has been no general announcement of this, nor has there been, apparently, communication with the affected individuals. There has been no communication with the UFF leadership. We do not know the extent of the problem, nor its source. We have heard of inquiries receiving slow response or no response.

Please understand that we very much appreciate Payroll catching the retroactivity error, and the willingness to try to help individuals who have been put in financial difficulty by it. We do not, however, think that it is enough. We should not have to list recent errors by Payroll, in insurance

PO Box 812211

Boca Raton, Florida 33481-2211

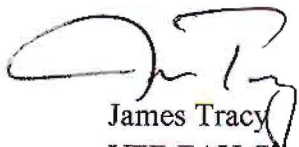
<http://uff-fau.org>

**The Higher Education Affiliate of Florida Education Association,
National Education Association, American Federation of Teachers, and AFL-CIO**

deductions alone, in order to justify the position that we cannot accept the idea that the administration will always fix its mistakes, and we should just wait patiently and docilely for this to be done.

We must, as politely as this can be said, demand to be kept informed of administrative errors affecting our livelihood, and affecting the implementation of the Collective Bargaining Agreement.

Sincerely,

A handwritten signature in black ink, appearing to read 'James Tracy', with a large, stylized initial 'J' and 'T'.

James Tracy
UFF-FAU Chapter President

For the UFF-FAU Executive Committee

Cc: Dr. Diane Alperin, Interim Provost