



UFF - FAU UNION BROADSHEET

Spring 2013

Prez New Year Message

Welcome back to Planet FAU. As you tried to figure out what to do with that three pound fruit cake, the union was ceaselessly working behind the scenes.

As you know, we are still bargaining over the full contract. Although we have a full account of this on page 3, we have presented the administration with two scenarios for faculty raises.

Furthermore, our negotiators have been pushing for paid parental leave and partner benefits, two benefits that we consider long overdue. If the university truly wants to take a leadership position, it needs to offer benefits that are standard at many other universities.

We have also been supporting a raise ladder for instructor promotions.

Finally, we suggested establishing a committee regarding post-tenure review in the new year. This would allow select faculty

to directly participate in the discussion regarding criteria for post-tenure review.

In regards to submission deadlines for instructor portfolios, Associate Provost Diane Alperin has notified us that the provost would like to receive them by February 15. This means that departments need to review these portfolios sometime in January or early February.

Your chairs should already be aware of the deadline, but feel free to offer a friendly reminder to them. Next year, we would like some of you who have submitted portfolios this year to lead the portfolio workshop. If interested, contact Chris Robé at president@uff-fau.org.

Needless to say, Tallahassee will be attempting to pass anti-union and anti-tenure legislation again this spring. Anti-tenure legislation was already proposed in November regarding the state's community colleges: <http://www.insidehighered.com/news/2012/11/15/florida->

[community-college-faculty-contracts-again-under-review.](http://www.insidehighered.com/news/2012/11/15/florida-community-college-faculty-contracts-again-under-review)

Although anti-union and anti-tenure issues might not seem related, tenure and unionization are perceived by hostile lawmakers as impediments to privatizing public education and micromanaging faculty research, teaching, and governance from Tallahassee.

We need faculty to join the union so that we will be over 50% by the time July 1st rolls around, the date any anti-union legislation can go into effect. We are currently at low 40%. This reveals a 100% increase in membership from when we were at 21% only three years back. Download your membership form at: <http://www.uff-fau.org/?cat=3>.

But we also need you to get involved. We need people to help with bargaining, grievances, recruiting, stewarding, writing, annotating, editing, analyzing—basically, we can use any of the skills you have to offer.

Come Attend Executive Committee Meetings:

Feb. 1, 12:30 PM, CU 131
March 1, 12:30 PM TBA
April 5, 12:30 PM TBA
May 3, 12:30 PM TBA



Assisting the union means dedicating as much time you feel comfortable with. Even offering two or three hours of help a month would be enormously beneficial. If you would like to assist, contact us at president@uff-fau.org.

Furthermore, we will be having elections for union officers this semester. Feel free to nominate yourself for president, v.p., second vice-president, treasurer, secretary, or senator. To nominate yourself, write to: dlee251348@bellsouth.net.

We will meet again for consultation with the administration in the spring. One recent issue that has arisen concerns e-learning. Not only has faculty shown concern for intellectual property rights, but also for the ways in which trainings are proceeding and the use of student advisors who seem to have access to sensitive information and an unclear role in relation to faculty.

Another issue concerns summer teaching policy for 2013. Although we know that the 24/7 policy has been rescinded due to faculty and student protest, it remains unclear what policy, if any, has replaced it.

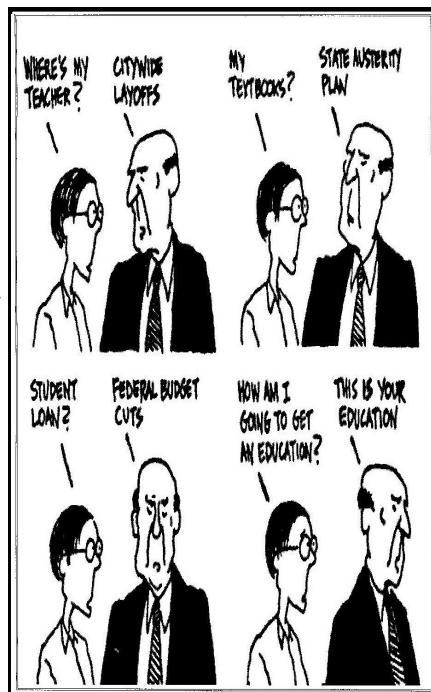
If you have other concerns you would like the union to address during consultation, let us know: president@uff-fau.org.

In order to further foster a sense of community as well as learn

about your concerns and answer questions, the union will also be hosting monthly happy hours at The Irishmen Pub, 1745 NW 2nd Ave. We will hold our first happy hour on February 1st at 4:00 PM. We hope to see you there.

The union, after all, is not simply about representing the collective faculty voice, but also gathering faculty together to share ideas and concerns in order to better implement our vision of what FAU should be.

See you soon.



Happy Hour
The Irishmen Pub
 (www.irishmenpub.com)

4:00 PM
Feb. 1, 2013
Food, drinks, and fun

<p><u>Socializing/Events</u></p> <p><u>State of the Union</u> February 15, 4:00-6:00 PM Culture and Society Bldg. Lobby (All Are Welcome to Attend)</p>	<p><u>Agitation/Empowerment</u></p> <p>Interested in Learning About <u>Bargaining or Membership</u> <u>Recruiting?</u> Contact us: president@uff-fau.org</p>
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UFF-FAU Officers

Prez/Senator: Chris Robé
president@uff-fau.org

Vice-Prez: Jim Tracy
jamestry@yahoo.com

Grievances: Doug Broadfield
broadfield@mac.com

Treasurer: Maris Hayashi
maris.hayashi@gmail.com



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Need a membership form?
Go to: UFF-FAU.ORG
and click "Join Now"

UFF Spring Bargaining Update

Bargaining the Whole Book –
2012/2013
January 21, 2013

Bargaining Team – Susan Reilly, Sharmilla Vishwasrao, Lydia Smiley, Fred Hoffman, Debbie Vance Noelk, Tom Fernandez, Doug Broadfield, Maris Hayashi

2012 was the first year that the entire FAU Collective Bargaining Agreement was negotiated with President Saunders' new administrative team and a Board of Trustees appointed by Governor Scott.

Not only did the BOT representatives offer the faculty nothing, they attempted to eliminate already agreed upon privileges in order to save money and diminish faculty authority.

Bargaining began in February 2012 and continues. We have not yet reached agreement on Articles 12 (Non-Reappointment), 17 (Leaves), 23 (Salaries) and 24 (Benefits).

The most significant changes to the CBA proposed by the BOT representatives include the following:

1. (Article 8) A reduction in the amount paid for teaching a first summer course and a further reduction for a second course (if available.)
2. (Article 10) A reoccurring post tenure review policy with a procedure similar to tenure that could result in dismissal if a faculty member did not make requested changes in a timely fashion.
3. (Article 12) One year termi-

nal contracts for FAUS teachers and FAU instructors with no notification of rehire until May 17 (the deadline used by the Palm Beach county school system,) regardless of how many years of service the faculty member has contributed to FAU.

4. (Article 17) The elimination of the faculty sick leave buy-out which occurs upon separation from the university.
5. (Article 18) Negotiation of ownership of intellectual property on a case by case basis.

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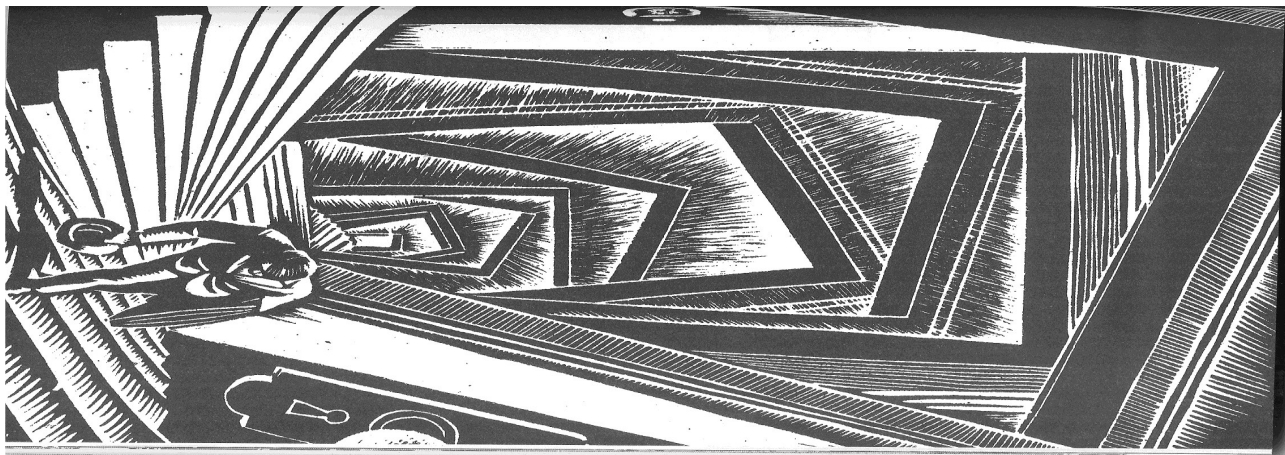
1. (Article 12) Notification of reappointment for FAUS teachers by March 1, so that those terminated can participate in the public school system job fairs held at that time. Notification of reappointment for FAU fulltime instructors, who have had three or more years of continuous service, by January first.
2. (Article 17) Parental leave (Most of the other universities in the SUS have this option.)
3. (Article 23) An "across the board" raise. (The administration has requested the return of 25 million from the State. The amount to be returned will be decided during the coming legislative sessions.)
4. (Article 24) Partner benefits (This has been blocked by the FAU BOT in the past, although these benefits are

being negotiated at most other SUS universities.)

5. 9% and 12% raises for instructors promoted, respectively, to senior and university positions.

UFF and the BOT have agreed on the following procedures in regard to several of the issues stated above.

- 1) (Article 8) There will be no change in salary for the first summer course. It will remain 12.5% of the faculty member's annual salary. However, for a second course, 1) first preference will be given to bargaining unit employees, 2) a fixed dollar amount will be set by the dean of each college, not to exceed the rate paid for the first course, 3) the rate for second summer courses will be announced to the faculty of each college at least 30 days before the start of the summer semester. This procedure will be automatically reopened after the 2013 summer sessions are completed.
2. (Article 10) Prior to the implementation of post tenure review, the provost shall form a committee, including tenured faculty members elected by in-unit members from each college, as well as administrators, to consult on the details of the post tenure review process. This article will be automatically reopened after the details of the procedure and operation have been agreed upon.
3. (Article 18) The article concerning Intellectual Property will remain unchanged.



United Faculty of Florida-Florida Atlantic University Membership Form

PRINT NEATLY

NAME (Last, First MI) _____

Social Security Number: ____ -- ____ -- ____ Department _____
we require the last 4 digits at least

TITLE _____
(ie, Assistant Professor, Professor, Lecturer, Assoc In, University Librarian, Instructor)

CAMPUS LOCATION _____ OFFICE HOURS _____

HOME ADDRESS _____

CITY/STATE _____ ZIP _____

PHONE: Work _____ Home _____

E-MAIL _____

UFF dues are one-percent (1 %) of regular salary.

__ Please enroll me as a member of the United Faculty of Florida (FEA, NEA, AFT, AFL-CIO). I hereby authorize my employer to begin bi-weekly payroll deduction of United Faculty of Florida dues (1% of salary—excluding summer supplemental wages). This deduction authorization shall continue until revoked by me at any time upon 30 days written notice to FAU's payroll office and to the United Faculty of Florida.

Signature (for payroll deduction authorization)

Today's Date

DUES AND CONTRIBUTIONS TO UFF ARE NOT TAX DEDUCTIBLE AS CHARITABLE CONTRIBUTIONS FOR FEDERAL INCOME TAX PURPOSES, BUT MAY BE TAX DEDUCTIBLE AS PROFESSIONAL BUSINESS EXPENSES.

**Please print, fill out, & give this form to a UFF Representative or send by Campus Mail to:
Chris Robé, UFF-FAU President, School of Communication and Multimedia Studies, CU 214, FAU, Boca Campus
or USPS to:**

UFF-FAU, PO Box 812211, Boca Raton, FL 33481

Contact president@uff-fau.org for any questions. www.uff-fau.org for more info

By becoming a UFF member you will:

- √ Strengthen the voice of faculty in negotiations;
- √ Support our lobbying efforts for better higher education funding and academic excellence;
- √ Receive professional protection by way of a free \$1 million professional liability policy;
- √ Obtain the right to vote in UFF elections and thereby influence UFF bargaining and legislative priorities;
- √ Gain access to a variety of "members only" workshops, events and services, including free life insurance policies and legal representation;
- √ Receive free professional publications and literature about national higher education issues.