

What We Face Now

Florida Legislature 2011

→ Governor Rick Scott and a majority of Florida legislators are preparing for a dramatic reduction in the jobs and benefits of public employees. This is how they plan to cover a budget deficit (up to \$4 billion) and pay for new tax breaks for corporations.

Because collective bargaining agreements (CBA) that protect public employees stand in the way of implementing plans for layoffs and cutting benefits, legislators are also looking for ways to eliminate union contracts and keep unions from functioning. A bill (HB 1023) requires unions to have 50% membership by July 1st or face decertification and loss of the CBA.

How will a funding crisis without a CBA affect faculty?

The threats to faculty:

- University and college budget cuts will lead to layoffs of faculty and reductions in benefits (sabbaticals, leave, etc.).
- Without a CBA faculty become “at will employees,” giving supervisors the power to fire anyone without justification or due process. Supervisors can then “cherry-pick” through faculty in any department and layoff anyone whose salary they want to use for other purposes.
- This means the end of legal guarantees for tenure, continuing contracts, and multiyear contracts. It also means the end of due process, academic freedom, and a grievance procedure with binding arbitration.
- Legislators are also threatening to require faculty contributions for retirement benefits and health and life insurance (5-15% salary loss).

Do any of these things matter to you?

- Tenure for professors – the UFF contract is the only legal protection of tenure
- Your union fighting for job security, a promotion structure, and higher salaries for instructors and other non-tenure track faculty
- More salary increases, and distributed more fairly, than without a contract
- Summer pay at regular salary, not adjunct wages
- Academic freedom, due process, fair evaluations, the right to grievance and arbitration, assignment dispute resolution
- Bargaining for intellectual property rights
- More sabbaticals and other benefits

If you care about the above, here's what you can do:

- Join UFF-FAU. We must have a majority of members this spring to withstand the attacks on collective bargaining
- Get involved in the UFF campaign to build a strong union and a coalition of higher education allies to speak out for higher education in Florida

UFF

**United Faculty
of Florida**

www.UnitedFacultyofFlorida.org

United Faculty of Florida-Florida Atlantic University Membership Form

PLEASE PRINT

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 _____

HOME ADDRESS _____

CITY/STATE _____ ZIP _____

PHONE: Work _____ Home _____

E-MAIL _____

UFF dues are one-percent (1 %) of biweekly paycheck.

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). 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:
James Tracy, UFF-FAU President, School of Communication and Multimedia Studies, CU 220, 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.