

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.

What We Face Now

Florida Legislature 2012

→ Governor Scott is determined to “reform” public higher education by casting it into the image of a (not very dynamic) business (See “Scott Explores Changes in Higher Education” in the Orlando Sentinel, 8/22/11.) Their idea is to reduce all academic evaluations and decisions to increase “productivity” and “customer satisfaction” as elaborated in the “Seven Solutions” of the Texas Public Policy Foundation and the Patriot Group. (See <http://texashighered.com/7-solutions>.) Scott and other politicians are also looking to eliminate tenure, as well as continuing contracts and multi-year contracts, and due process in higher education altogether.

Scott and a majority of Florida legislators already cut employer contributions to pensions to balance the state budget on the backs of public employees, and they are again looking for dramatic reductions in jobs and benefits in the next session to avoid ending enormous tax breaks to corporations. The 2012 Florida Legislative session will likely see more attacks on public employees and their right to unionize because collective bargaining agreements (CBA) protect public employees and unions stand in the way of implementing many of these “reforms.” We have been told by legislative leaders to expect re-introduction of a bill that require unions to have greater than 50% membership or face decertification and loss of the CBA, as well as other politically motivated attacks on unions.

The threats to faculty:

- Continued 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” 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 multi-year contracts. It also means the end of due process, academic freedom, and a grievance procedure with binding arbitration.
- The Governor and legislative leaders plan to cut costs by eliminating all state contributions to public employee pensions.

Only a legally binding collective bargaining agreement protects:

- Academic freedom, due process, tenure, continuing contracts, fair evaluations, the right to grievances with binding arbitration, and assignment dispute resolution.
- Substantial salary increases for promotions.
- Paid leave, sabbaticals, and other benefits and working conditions,
- Intellectual property rights.

What can faculty do?

- Join UFF!
- We must have a majority of members this spring to withstand attacks on collective bargaining.
- Get involved in the UFF campaign to build a strong union.
- Contact your colleagues about UFF.

UFF has protected the rights of dozens of tenured and non-tenured faculty by challenging “arbitrary and capricious” layoffs and non-renewals through arbitration.

Just a few years ago, previous state leaders sabotaged the State University System. It was UFF and FEA who fought and won back your rights to collective bargaining.

Now, UFF and FEA are working to restore the employer contribution to public employee pensions and collective bargaining process through lawsuits responding to 2011 session.

With faculty and public employees under attack so viciously across the country, your rights are best secured with a legally enforceable collective bargaining agreement. We are strong together.

Join your colleagues.
Join YOUR union.

UFF United Faculty
of Florida

www.UnitedFacultyofFlorida.org

UFF is the higher education affiliate of the Florida Education Association, National Education Association, American Federation of Teachers and the AFL-CIO.