



Item: PC: A-2

**Wednesday, October 20, 2010**

**SUBJECT:** Ratification of 2009-2012 FAU BOT/UFF Collective Bargaining Agreement

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**PROPOSED BOARD ACTION**

Ratification of 2009-2012 Collective Bargaining Agreement between the Florida Atlantic University Board of Trustees and the United Faculty of Florida at FAU (UFF).

**BACKGROUND INFORMATION**

The current UFF contract expired June 30, 2009. The parties have been negotiating since October 15, 2009, addressing each article in the agreement. The Personnel and Compensation Committee has been involved in the negotiating process and recommends ratification by the Board of Trustees.

The new Collective Bargaining Agreement will be in effect until June 30, 2012. Fundamental amendments are included in articles involving salary, nondiscrimination, appointments, layoffs, leave and conflict of interest/outside activity. Each side may choose to reopen and negotiate up to two articles for the 2010-11 and 2011-12 contract years. Salaries may only be negotiated for 2011-12.

Among the many components of the new contract, following are substantive changes from the prior agreement: Faculty will qualify for across-the-board wage increases of 1%, and a 2% merit increase pool (1% for equity adjustments, 1% for performance); promotional increases remain unchanged (Article 23). Sexual orientation was added to the list of classes with regard to discrimination (Article 6). Summer appointments remain at a preference of one course, with each college issuing its own parameters for distributing additional available courses (Article 8). Notice, re-employment and recall rights were clarified in the Layoff article (Article 13). The use of sick leave has been adjusted to a minimum of 4 hour increments with documentation (Article 17). One-semester sabbaticals were increased from 1/30 eligible faculty to 1/26, resulting in 2 more available sabbaticals for 2010-11 (Article 22). The requirement to report outside activity for conflict issues was expanded to include uncompensated activity (Article 19).

The Collective Bargaining Agreement has been ratified by the membership of the UFF on October 13, 2010. The final agreement is being presented to the Board for ratification as the statutory employer.

**IMPLEMENTATION PLAN/DATE**

Effective upon Board of Trustees approval.

**FISCAL IMPLICATIONS**

UFF employees' salary increase funded by the FAU E&G Budget.

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Supporting Documentation: Collective Bargaining Agreement TA Articles Combined

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