

2006-2009 BOT/UFF Collective Bargaining Negotiations
TA=Tentative Agreement

Preamble

- 1 *Recognition* – TA
Minor word changes – rules to regulations
- 2 *Consultation* – TA
Minor changes – FAUS
- 3 *FAU Chapter UFF Privileges* – TA
- 4 *Reserved Rights* – TA
No change
- 5 *Academic Freedom and Responsibility* – TA
No change
- 6 *Non discrimination* – TA
No change
- 7 *Minutes, Rules, Budgets* – TA
Timely provision of minutes and agendas of meetings of the BOT and subcommittees
- 8 *Appointment* – TA
Change terminology from contract to Notice of Appointment (NOA); requiring NOA only upon significant change in status
- 9 *Assignment of Responsibilities* – TA
Minor changes
- 10 *Employee Performance Evaluations* – TA
Adds use of the International English Language Testing System (IELTS), which requires oral proficiency, as a test of proficiency in spoken English
- 11 *Evaluation File* – TA
Clarifies limited access records
- 12 *Non-Reappointment* – TA
Clarifies that statement about limited employment needs to be in letter of offer or Notice of Appointment
- 13 *Layoff* – TA

- No changes
- 14 *Promotion Procedure* – TA
Minor wording changes; clarifies limited access records
 - 15 *Tenure, Continuing Multi-year Appointments, and Permanent Status* – TA
Wording/organizational changes; FAUS issues
 - 16 *Disciplinary Action and Job Abandonment* – TA
Minor wording changes
 - 17 *Leaves* – TA
FMLA language
 - 18 *Inventions and Works* – TA
New Article
 - 19 *Conflict of Interest/Outside Activity* – TA
Minor wording changes
 - 20 *Grievance Procedure and Arbitration* – TA
Minor wording changes
 - 21 *Other Employee Rights* -- TA
Minor wording changes
 - 22 *Study Leave and Sabbaticals* – TA
Minor wording changes
 - 23 *Salaries* – TA
For all: Legislative appropriation: 3% effective 10/1/06
For Faculty: Promotions: 9% Associate/12% Professor effective 8/14/06
 Merit: .5% effective 12/27/06
 Market Equity: .75% effective 12/27/06
For FAUS: Promotions: 3% Permanent Status/7% Assistant/8% Associate/
 9% University School Professor
 Merit: 1.25% effective 12/27/06
For AMP: Merit: 1.25% effective 12/27/06
 - 24 *Benefits* – TA
Minor wording changes
 - 25 *UFF Insurance Deduction* – TA
No change
 - 26 *Payroll Deduction* – TA
No change

- 27 *Maintenance of Benefits* – TA
 No change
- 28 *Miscellaneous Provisions* – TA
 Minor FAUS change
- 29 *Severability* – TA
 No change
- 30 *Duration* – TA
 2006-2009; reopen 2 Articles plus salary
- 31 *Totality of Agreement* – TA
 No change
- 32 *Definitions* – TA
 Change ADHUS to FAUS

Appendix A *Position Classifications in the Bargaining Unit*

Appendix B *UFF Forms: Dues Check Off Authorization; Payroll Authorization;
 PAC Form*

Appendix C *Grievance form*

Appendix D *Request for Review of Step One Decision form*

Appendix E *Notice of Arbitration*

Appendix F *Faculty Salary Amendment*

Appendix G *Exclusive Assignment Dispute Resolution Procedure*