

**Subject:** Budgets and Bargaining

**Date:** Monday, October 11, 2021 at 8:02:50 AM Eastern Daylight Time

**From:** UFF-FAU President

**To:** Kimberly Dunn

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Dear Colleagues,

As you know, UFF-FAU has been bargaining a new three-year Collective Bargaining Agreement on the faculty's behalf. We recently presented the following proposal for salary increases:

FY 21-22: 5%

FY 22-23: 4%

FY 23-24: 4%

Promotion from Assistant to Associate Professor: 12%

Promotion from Lecturer/Instructor to Senior Lecturer/Instructor:  
12%

Promotion from Associate to Full Professor: 15%

Promotion from Senior Lecturer/Instructor to University  
Lecturer/Instructor: 15%

Promotion to University School Accomplished Instructor: 5%

Promotion to University School Assistant Professor: 9%

Promotion to University School Associate Professor: 10%

Promotion to University School Professor: 11%

We consider these raises modest, given the extraordinary efforts of faculty and the erosion of our working conditions during the continuing pandemic.

In an ominous new policy, upper administrators now insist that every college must pay for any faculty salary increases from its existing annual budget, without any budget increase. Many colleges are already operating with meager resources. Despite the administration's continuous lip service about our value and importance, such actions reveal the truth behind the matter: They do not consider the faculty important enough to invest any more money in our salaries. Instead, they place the onerous responsibility on deans, directors/chairs, and faculty themselves. This is a tried-and-true reactionary anti-worker tactic. It is the mantra of "do more" with "far less" and find your own self-sustaining funds through "innovation." Rather than our administration cutting the needless bloat of excessive administrative positions, faculty and deans are forced to face two equally bad options: Receive raises but cut back on support for the infrastructure of your college, like hiring new faculty and sustaining other incentive programs; or eliminate raises to maintain support of an already weakened infrastructure system.

This is an untenable position and will have serious latent consequences. Equally, it exposes the lack of careful thought and bankruptcy of imagination our upper administration appears to embody. Such a policy would manufacture a crisis that currently does not exist, and our administration seriously needs to reconsider this strategy. Continuing into the long run unabated, this could signal a complete collapse of the University, as faculty flee to other institutions that supply fair and just salaries with proper resources.

We will keep you updated on our bargaining progress and strongly encourage you to attend our next bargaining sessions from 1:30 p.m. to 5:00 p.m. on Monday, October 18, and from 12:00 p.m. to 5:00 p.m. on Friday, October 29. Your union's membership density has exceeded 50% for years and continues to grow, as faculty increasingly realize the union is the collective voice of the faculty and is willing to push for our values to be concretely reflected in our working conditions, salaries, and benefits.

If you do not belong to the union, please consider [joining here](#). Only together can we effectively represent our interests and make the

positive change we want to see here at FAU.

In Solidarity,

UFF-FAU Executive Committee

For news and faculty information, visit <https://uff-fau.org> and follow us on social media through the links at the bottom of this email.

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