

# **UNF Package Bargaining Proposal**

March 1, 2018

## **Preamble**

Current Language

## **Article 9 Guidelines For Application of University Criteria**

The current process is a “waiver” of the statutory collective bargaining process. Furthermore, guidelines “approved” through the process are not ratified in accordance with the statutory requirement, and are thus without legal effect. Article 9 is not a required subject of negotiations, and therefore cannot be resolved through the impasse procedure. Under current case law, Article 9 will become void at the conclusion of contract negotiations. For this reason, UNF proposes in the alternative:

- Remove Article 9 and all references to it from the CBA, or
- Accept the management proposal dated 12-01-17.

If the former is selected, UNF is receptive to negotiating at the bargaining table any proposals related to what would otherwise be “guidelines”.

## **Article 12 Appointment**

Current Language.

## **Article 14 Assignment of Responsibilities**

Change 14.7 to read “7” hours instead of “5” hours per week. Incorporate current banking policy into CBA with following changes:

- delete word, “nutrition”.

## **Article 15 Office Space and Safe Conditions**

Accept UFF proposal of 12-1-16.

## **Article 16 Professional Development and Travel**

- Accept title change
- Current Language for rest of article.

## **Article 17 Summer Appointments and Assignments**

UNF Proposal of 12-1-17

## **Article 18 Performance Evaluations**

UNF Proposal of 1-25-18

## **Article 19 Tenure**

UNF Proposal of 1-25-18

## **Article 20 Promotions For Tenure-Earning and Tenured Faculty**

UNF Proposal of 1-25-18

## **Article 21 Promotions For Library Faculty**

UNF Proposal 03-01-18

## **Article 22 Promotions For Instructors and Lecturers**

- Use UNF Proposal 01-25-18 as model
- Change name of "Department Instructor/Lecturer Promotion Committee" to "Department Non-Tenure Track Faculty Promotion Committee". Composition is changed to two Instructor/Lecturers, two Clinical faculty, and 3 tenured faculty. Instructor/Lecturers will not vote on Clinical faculty, and vice versa.
- Change name of "University-Wide Instructor/Lecturer Promotion Committee" to "University-Wide Non-Tenure Track Faculty Promotion Committee". Composition is changed to five Instructor/Lecturers, five Clinical faculty, and eight tenured faculty. Instructor/Lecturers will not vote on Clinical faculty, and vice versa.

- Article 22.7 becomes separate article that relates to both Instructor/Lecturer promotions and Clinical Faculty promotions.

#### **Article X Promotions for Clinical Faculty**

- Use marked up copy of UNF 3-1-18 proposal
- Section beginning with X.7 is coupled with Article 22.7.

#### **Article 23 Leaves**

- A faculty member who has worked for at least 12 months and 1,250 hours may receive one semester (780 hours or equivalent) parental leave for the birth or adoption of a child.
- The benefit will be available once per the faculty member's career at UNF.
- The recipient must make a written commitment to return to unf for a one year period following the conclusion of the leave period, and to reimburse UNF using accrued leave upon separation from the university.
- The recipient must use all accrued leave prior to receiving paid leave benefits
- If both spouses work for UNF, only one spouse may use the parental leave benefit.

#### **Article 28 Salary Increase and Salary Payments**

- A bargaining unit employee hired by and in pay status by 9/23/17, who continues to be employed as of the date of ratification of the CBA, will receive a 2% increase to their 6/30/17 base rate of pay.
- UNF proposal of 12/1/17.

#### **Article 37 Duration**

- UNF proposal of 12/1/17

#### **Appendices C, F, G, H, H-1, H-2, H-3, I, J**

- Current Language