

UNITED FACULTY OF FLORIDA SAINT LEO UNIVERSITY

Volume 2 Issue 3, March 2017 Newsletter

Announcement: Union Elections

The Union Elections will be held between 10:00 a.m. and 4:00 p.m. on April 6 and 7, 2017. You may also vote by mail. Look for it at your home address.

Not a member? Email john.harding@saintleo.edu for a member form.

President's Spotlight on Negotiations

Negotiations are continuing. We are making progress. Currently negotiators are working on:

1. A raise for this academic year
2. Revising and clarifying the evaluation process for all faculty (new Article, currently labeled Article 17)
 - a. The evaluation process will be clearer and more transparent
 - i. Will include information on expectations for non-tenure track faculty, tenure track faculty, tenured faculty
 - ii. Proposing a longer time between each formal evaluation of all faculty with more than 5 years of employment with the university
 - b. The evaluation process will be more clearly tied to the process for tenure and promotion , and each School will have written guidelines concerning the tenure process that will be made available to all faculty
 - i. Admin team had submitted some documents as proposed guidelines, which were shared with faculty who came to the union meeting March 6. Members provided feedback; this is still a work in process.
 - ii. The guidelines may be developed as part of negotiations, which are on-going.
3. Proposed changes to pages 1-26 of the CBA to the administrative team. Pages 1-26 contain:
 - The Preamble

- Some discussion of a change in the mission statement, at the behest of the Board of Trustees.
- Article 1: Recognition of the union
 - Discussing original NLRB ruling, to determine if the in-and out- of unit definitions are still in alignment with that ruling
- Article 2: Definitions
 - The definitions are being updated
- Article 3: Union rights and responsibilities
 - Minor changes have been suggested
- Article 4: Academic Freedom
 - Section 3, Research and Publications is being reviewed and discussed, along with the Copyright and Patent section in Article 5.
- Article 5: Faculty Rights
 - Undergoing a comprehensive review, with some changes expected. The union has submitted proposed language changes to the administrative team.
- Article 6: Non-Discrimination
 - Language proposed that aligns with current federal law.

WHY JOIN YOUR UNION?

We represent and support you; we work for your benefit, volunteering our time and talent for better and fairer working conditions. ***Want to make a difference? Join us.***

- We have resolved several grievances informally this academic year, and in addition, are working on resolving two (current) formal grievances.
- We are sitting at the table, and we invite you to join us at the table; please come to a negotiation meeting. The next meeting dates are: April 13, and May 11 & 18, 1PM-4PM. Contact Lynn Wilson or Doris Van Kampen for the location and to register to attend.

Message from the UFSLU Secretary Patricia Tobin Senger

The semiannual UFF Senate Meeting was held on the weekend of Feb 18 and 19 at the Altamonte Springs Hilton. At the meeting, the following four resolutions were passed by the UFF Senate.

1. Support of Immigration and Diversity In Light Of the Recent Executive Order on Immigration and Travel Restrictions

WHEREAS the United Faculty of Florida (UFF) and its members are committed to support ALL of our students, faculty and staff, and people from diverse backgrounds are welcomed by UFF regardless of country of origin, religion or immigration status, we reaffirm that diversity brings our campuses together, and

WHEREAS the UFF and its members further recognize the contribution of our immigrant and international students, faculty, researchers, and staff, who are an indispensable and integral part of the fabric of Florida and the nation's higher education community, and

WHEREAS the UFF and its members do not discriminate against individuals based on their religion, place of birth, place of origin, nationality, gender, ethnicity, race, sexual orientation, or any other protected rights or personal characteristics. UFF and its members are part of a wonderfully diverse community and value diversity including faiths represented on our campuses, and

WHEREAS a crucial part of the pre-eminence of American higher education is openness and inclusivity of global access to American higher education, as well as full American participation in global networks of higher learning,

WHEREAS the UFF and its members are committed to providing a safe, comfortable, respectful and thriving learning environment for ALL of our students, faculty, staff and administration regardless of their religion, place of birth, nation of origin, nationality, gender, ethnicity, race, sexual orientation, or any other protected category, therefore,

BE IT RESOLVED that UFF and its members are committed to the importance of diversity as a source of renewal and vitality, and stands united in support of this moral and legal obligation to our immigrant and international students, faculty, staff, both within our institutions of higher learning and within our communities at large.

BE IT RESOLVED that UFF and its members will not tolerate any policy or activity in any form that harms our diversity including bullying, intimidation, humiliation, or discrimination against our students, faculty and staff that makes them feel unwelcome based on their religion or lack thereof, place of birth, nation of origin, nationality, gender, ethnicity, race, sexual orientation, or any other protected category

BE IT FURTHER RESOLVED that any Immigration travel ban Executive Order that threatens the safety and livelihood for some of our students, faculty, and staff and we believe that any executive order that undermines the pursuit of knowledge is a threat to the legal and moral purpose of higher education, and therefore,

UFF Statewide Election:
Information about the UFF
Statewide election was sent
to your home address. Voting
has closed, and an
announcement concerning
officers elected will be
forthcoming.

WE DEMAND that....

- Florida institutions of higher learning maintain the absolute confidentiality of our students and employees information including anything that might imply or define immigration status absent a subpoena or other lawful order;
- Institutions of higher learning's Public Safety Officers do not and will not ask about immigration status of members of our university communities
- Institutions of higher learning vigorously uphold privacy protections granted our students, faculty and staff by federal law; and
- Salaries, resources, scholarships and fellowship assistance to non-U.S.-citizens, which is independent of federal financial aid programs, carry on regardless of changes to immigration policies.
- Institutions of higher education make every effort and take all reasonable action to assure that students whose on-campus presence may be interrupted will be able to continue their coursework online, and graduate students whose research and/or scholarship schedule are interrupted will be given appropriate and reasonable accommodation so that grants and scholarships will not be jeopardized or lost.
- UFF affirms its support for the Deferred Action for Childhood Arrivals (DACA) program in its current form.

2. Statement on the Prison-Industrial Complex

In order to reduce mass incarceration and raise public awareness about the damaging effects of the prison industrial complex, the United Faculty of Florida supports the following actions (1) expose corporations that directly benefit from the prison industrial complex, (2) advocate for the diversion, de-incarceration, and rehabilitation of nonviolent drug offenders, (3) encourage our members to patronize businesses that provide employment opportunities to inmates upon re-entry into the community, and (4) encourage congressional representatives to pass Sentencing Reform Act of 2015.

3. Resolution Opposing Firearms on State University System's Campuses

Be it resolved that we, the senators of the United Faculty of Florida, strongly oppose proposed legislation that would allow firearms to be carried on university campuses by people other than trained law enforcement officers. We believe that it would be detrimental to the learning environment on campus and would be incompatible with the central mission of Florida's public universities and colleges. We further believe that it will hurt our ability to attract and retain the best faculty and students to Florida public universities and colleges.

4. Statement on Adjunct Organizing

Now that SEIU is organizing adjuncts in Florida metro areas, the UFF Senate recommends that UFF chapters and leaders cooperate with SEIU so that together the two unions can avoid counterproductive conflict and better represent Florida higher education faculty. The UFF Senate also encourages UFF members and chapters to explore the necessity and possibility of organizing adjuncts where those efforts would not conflict with SEIU. In addition, the UFF Senate encourages UFF state and chapter leaders to find resources to organize adjuncts without taking resources away from recruiting and organizing full-time faculty.

More Benefits of Union Membership

To view a list of available member benefits available to Florida Education Association members, simply click on www.aft.org/benefits or download the APP for your iPhone or your android phone.