

# The Roar

UFF/Saint Leo University Chapter

“All church institutions must...fully recognize the rights of employees to organize and bargain collectively with the institution through whatever association or organization they freely choose.”

-United States Conference of Catholic Bishops

## Administration Refuses to Recognize Union

On the afternoon of October 23, faculty were notified via email that the Board of Trustees had decided to no longer recognize the United Faculty of Florida Union at Saint Leo University as a collective bargaining unit.

The faculty union has existed at Saint Leo for 44 years, negotiating in good faith on behalf of all faculty. The union negotiation team last met with administration on June 11<sup>th</sup>, at which time there were only six outstanding items to be settled regarding the faculty contract.

Since administration's decision, SLU union officers have met with UFF officers, representatives of FEA, AFT, NEA, and SLU faculty. The state and national organizations are committed to supporting SLU's faculty union through legal representation moving forward.

## How Can You Help?

- Sign the petition in support of recognizing the faculty union at Saint Leo. <https://www.change.org/p/saint-leo-university-president-recognize-the-faculty-union-at-saint-leo-university-now>
- Encourage others (family, friends, colleagues, alumni) to sign the petition.
- Continue to pay your dues (current members). Contact Tommy Humphries at: [thelesserthomas@gmail.com](mailto:thelesserthomas@gmail.com).
- Encourage others to join the union (i.e., Center faculty)
- Volunteer to work with the UF/SLU Organizing Committee. Contact [wrightvalerie12@yahoo.com](mailto:wrightvalerie12@yahoo.com)



## Upcoming Events

Watch for this online event:

**November 19 at 5:00 p.m.**  
**Zoom Faculty Update**

## 2020-2021 Officers

**President:** Valerie Wright

**Vice President:** Thomas Humphries

**Secretary:** Carol McLeish

**Treasurer:** Peter Marian

**Senator:** Kelly Atkins

**Senator:** Angel Jimenez

**At Large:** Burgsbee (Lee) Hobbs

**At Large:** Fr. Michael Cooper

**At Large:** Patricia Senger

**Grievance Chair:** Patrick Crerand



- Stay updated with union news via the website: [www.ufslu.org](http://www.ufslu.org)

## What Have We Lost?

- **RIGHTS.** If there is no CBA or contract, none of the rights previously guaranteed are protected any longer. This list includes the following: **tenure, salary, teaching load**, a transparent grievance process, outside the classroom responsibilities/employment, evaluations, the academic calendar, etc.
- **SECURITY.** The administration needs “nimbleness and agility” to reduce force and cut pay. It has nothing to do with the creation of academic programs or religious mission of the university. The former CBA prevented cutting pay and required certain definitions to be met prior to a reduction in force. Now, all of that is gone.
- **STABILITY.** Since 1976, Saint Leo has had a system of shared governance with the union and the faculty senate. What the administration is proposing is a unilateral form of governance. They have already decided who is on the committees, what outcomes they will accept, what directions they will move in. If they don't like a rule, they do not have to enforce it, no matter how many faculty vote for it. If they want to institute a rule, they can find ways to limit who votes against it. None of the protections in item #1 of this list can be truly guaranteed.
- **TRUST.** The handbook can be changed anytime administration wants and by whomever is in charge. It relies on the promise of their word in spirit, not in deed. You might say, “That's fine. I'm in the good graces of this current administration.” Remember that the average tenure of a VPAA here is about three years.
- **GOOD FAITH BARGAINING.** The union and the administration had completed 75% (18 out of 24 sections) of a new contract when the administration stopped communicating. Salary increases had been agreed to in a separate MOU.

## UF/SLU IN THE NEWS...

WMNF Radio/Website

<https://www.wmnf.org/following-end-of-federal-oversight-a-catholic-university-in-florida-said-it-will-no-longer-recognize-faculty-union-leaving-teachers-vulnerable/>

Catholic Culture

<https://www.catholicculture.org/news/headlines/index.cfm?storyid=48653>

Inside Higher Ed

<https://www.insidehighered.com/quicktakes/2020/11/16/saint-leo-u-unrecognizes-faculty-union>

***“Union busting refers to the action of any person who seeks to prevent employees from forming a labor union, or who attempts to undermine or destroy an existing union. This person is in grave material violation of Catholic Social Doctrine on labor unions.”*** -Catholic Scholars for Worker Justice, 2011