

Our Union and You!



UEF-PHSC Union Officers



- Chapter President
 - Kaitlyn Downing
 - Chapter VP
 - Caitlin Gille (also chief negotiator)
 - Treasurer
 - Julie Hendriksen
 - Secretary
 - Karl Haller
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What is UFF-PHSC ?

- UFF-PHSC is a local chapter within United Faculty of Florida
 - ◆ Statewide higher ed union
- UFF is a chapter within Florida Education Association
 - ◆ Statewide education union (K-12 and higher ed)
- FEA is part of both national teachers unions: National Education Association and American Federation of Teachers
- UFF provides bargaining support, organizing training, legal services, etc



UFF-PHSC Union History

- In 2016, the college made unilateral changes about earned degree and longevity payments, changing from a raise to a one-time payment
- Faculty contacted UFF and formed an organizing committee
- In 2018, our faculty voted to form a union
- We started bargaining our first contract 2019



What is a union?



- ★ A union is a legally recognized organization of workers
- ★ In a unionized workplace, the union bargains with the employer to create a Collective Bargaining Agreement (CBA, contract)
- ★ Only the union can bargain terms and conditions of employment (salary, benefits, working conditions)
- ★ The union and the employer are equal before the law in bargaining

Unions in Florida

- Public sector employees (state, county, city employees, including teachers, firefighters, police, college and university employees) have a right to collective bargaining under our state constitution
- Recent legislation is attempting to undermine our union rights



UFF-PHSC Union History

- Bargaining went smoothly until Summer 2020, when we declared impasse over the inclusion of a discipline article (the procedure for when a faculty member is accused of wrongdoing)
- The administration would not agree to having any procedure for discipline (a trend across Florida for newly formed state college contracts)
- We declared impasse



What does impasse mean?



- ★ Impasse is declared when the parties cannot reach agreement
- ★ In Florida, the Board of Trustees makes the final decision regarding impasse
- ★ A Special Magistrate is an independent, neutral third party who can make a recommendation to the Board

UFF-PHSC Union History

- After we declared impasse, the Special Magistrate stated that having a discipline article in our contract was in the best interest of the taxpayer
- At the impasse hearing, the same lawyer representing the college was advising the board and the board made anti-union comments
- The board ruled in favor of the administration
- We filed an Unfair Labor Practice (ULP)



What is an Unfair Labor Practice?



- ★ A ULP means that a party has violated labor law
 - ★ The ULP will go before PERC (Public Employee Relations Committee) to make a ruling and decide on any remedy
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UFF-PHSC Union History

- ULP #1- the Board violated the “strict duty of fairness”
- ULP #2- a public sector CBA without a discipline article is detrimental to collective bargaining
- The ULP’s were rejected by the hearing officers and PERC
- We filed appeals that are in the courts



What is a Collective Bargaining Agreement?



- ★ The CBA is a legally binding contract
 - ★ If either party violates the contract, a grievance can be filed and a neutral arbitrator will make a judgement
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www.uff-phsc.org



Go to our website and
click on

*Collective Bargaining
Agreement and
Associated Policies*

to get a pdf with links

Supremacy and Severability

- If the CBA goes against the law, the law wins
- If the CBA goes against a college policy (IMM or Board Rule), the CBA wins
- Strikes are illegal for public sector employees in Florida



Articles in CBA

- Compensation and Benefits
- Working Conditions
 - ◆ Workweek, scheduling, load, program directors/chairs
- Continuing Contract
- Evaluations
- Reduction in Force (RIF)
- Grievance



Ratification

- In order to be enforceable, the CBA must be ratified by both the union and the Board
- Everyone in the bargaining unit is eligible to vote YES or NO on the CBA
- We will vote by mail
- The bargaining unit is all full-time faculty, except welding, fire science and law enforcement



Union Membership



- ★ In order to be a member of a union, you must pay dues
- ★ UFF dues are 1% base salary
- ★ Union members have rights to representation
- ★ Dues must now be paid directly to FEA, instead of payroll deduction
- ★ **New legislation requires 60% membership density to remain a certified union**

Where does your dues money go?

- Portions of your dues go to statewide UFF, FEA, NEA, AFT, the AFL-CIO and our local chapter
- Dues support help for our chapter, legal services, policy advocacy, union socials, etc



How can you get involved?



- Join!
 - Talk to your colleagues!
 - Become a steward
 - Participate in bargaining
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How do you join?

- If you were on payroll deduction in July, you will no longer be a member as of the end of October
- If you were previously a member, you should have gotten an email from centralmemberships@floridaea.org
- The subject was “I’m sticking with my union”
- The link is personalized to you
- If you are joining for the first time, click on the link at www.uff-phsc.org



UFF-PHSC Current Membership

- Bargaining Unit
 - ◆ 128
- Previous total members
 - ◆ 64 (50%)
- E-dues completed
 - ◆ 37 (**29%**)
- If we do not have 60% membership, we will lose our union
 - ◆ No CBA, no status quo, administration can make any change they want



How has our union helped faculty?



Financial wins!

- ★ **Raises**
 - 2023: 5% raise across the board permanent raises, 2% non-recurring payment
 - 2022: individualized raises
 - 2021 5.5% across the board
- ★ **Average of 17% raise over 3 years**
- ★ **Increases to starting salaries and stipends to program directors, department chairs, and SMEs**
- ★ **Prevented further —increases to health insurance**

How has our union helped faculty?



Policy Wins

- ★ Clarified continuing contract procedure
- ★ Better representation on college committees
- ★ Improved form for faculty evaluations
- ★ Prevented elimination of Arts and Sciences department chairs

How has our union helped our college community?



- ★ Created an avenue for effective dialogue between faculty and the administration, which helps our students and our whole community
- ★ Changed Board Rule to allow for public comment (previous board rule violated the law)

**When you stand alone,
you beg.
When you stand together,
you bargain**

