



## 2015 Salary Impasse Questions and Answers

### IMPASSE HEARING

**Wednesday, November 18, Emerson Hall, Warrington Room A**

The hearing will last from 9 a.m. to approximately 1 p.m., and is open to the public. You can arrive or leave as your schedule requires. If you have **any** availability that day, please attend!

Let us know you're coming: sign up for a shift at

<http://www.signupgenius.com/go/10c0c4da9a72baaf85-impasse>

*A good faculty turnout will send a strong message to the UF Admin and Board of Trustees!*

#### **Q: What is a bargaining impasse?**

**A:** Under collective bargaining law, parties are said to be at an impasse when they have reached a point in negotiations at which differences are so substantial that they cannot be resolved without intervention by a third party.

#### **Q: Why are we at an impasse?**

**A:** This summer, during annual negotiations over the salary article of our contract, the bargaining team determined that the administration was not willing to address, much less bargain over, a number of salary-related issues we had raised and considered not only legitimate, but essential. These included the following:

- our salaries have not kept up with inflation
- our salaries have not kept up with those of our national peer institutions
- our promotion raises are among the lowest in the state (9%, as opposed to 12 or 15% at FSU and other SUS institutions)
- many of us are experiencing salary compression and inversion
- the university insists on disbursing raises on the basis of "merit," yet many departments and units do not have meaningful merit criteria in place

The university provided no substantial reasons for their refusal to discuss these issues, except to claim poverty—a dubious claim, given what we know about the university's finances. Nor were we given any explanation why the university arbitrarily announced the disbursement of raise money on January 1, 2016, a move that devalues our raises by 50% for this year.

#### **Q: Is UFF holding up our raises?**

**A:** No. In fact, the administration refuses to distribute raises until January 1, 2016. We have argued that raises should be distributed, as usual, at the beginning of the fall semester. We have asked for good reasons why the administration felt the need to do otherwise. We received none. The January 1 date may be reconsidered during the hearing with the Special Magistrate.

**Q: What is happening to the raises of faculty outside of the bargaining unit?**

A: Faculty outside the bargaining unit have been given a 2.5% “merit” raise, to be distributed as of January 1, 2016.

**Q: What happens next?**

A: Under the auspices of the Florida Public Employees Relations Commission (PERC), the union and the administration have agreed upon a Special Magistrate to conduct a hearing on the impasse issues. The hearing will be held at 9 am, November 18, in Emerson Alumni Hall, Warrington Room A. The hearing is open to the public, and we encourage faculty, students, and alumni to attend. The bargaining team will present the faculty's case and the administration will present its case. The Special Magistrate will then advise a resolution to the impasse, which both parties may accept or decline. If the resolution is declined, the case will be adjudicated by UF's Board of Trustees, whose decision is binding.

**Q: What are the risks and benefits of declaring an impasse?**

A: The Special Magistrate may find against UFF, but if so, it is unlikely that any recommendation would be for raises lower than UF's last offer (2.5%, merit only, to begin January 1, 2016). On the other hand, we are prepared to present arguments on a number of important issues—inflation adjustments, market equity, compression and inversion, promotion raise rates, the starting date of our raises—that the Special Magistrate can require the administration to address. Also, given the administration's refusal to explain most of its positions, the hearing will, at the very least, force it to make a case for its silence on important faculty concerns.

**Q: What can I do to support the bargaining team?**

A: Impasse is as much a political process as it is a legal-bureaucratic one. We need to show that faculty are concerned about these salary-related issues, which affect our morale and our ability to retain the best researchers and teachers.

Here's what you can do:

- If you are not yet a UFF member, please join. The more members we have, the stronger our voice.
- Show your concern by attending the hearing beginning at 9 a.m. on November 18 in Emerson Hall, Warrington Room A.
- Declare your support for UFF in the public media: write a letter to the editor, or call 352-337-0368 to contribute to the *Gainesville Sun's* “Sound Off” opinion hotline.
- Write President Fuchs ([President-Fuchs@UFL.EDU](mailto:President-Fuchs@UFL.EDU)). Ask him why, given his public statements on the soundness of UF's resources and its commitment to faculty, UF cannot find a way to address issues such as cost of living adjustments, compression and inversion, competitiveness with peers, and more.

**Q: How can I get more information?**

A: The bargaining team welcomes your questions, opinions, and ideas: [bargaining@uff-uf.org](mailto:bargaining@uff-uf.org). Bargaining team reports and supplementary information are available on the UFF-UF website, <http://www.uff-uf.org/bargaining/>