

What is the Bargaining Unit?

The term “bargaining unit” refers to faculty whose working conditions are governed by the Collective Bargaining Agreement (CBA) and who are eligible for union membership. For more information on the CBA, please see the section on “Collective Bargaining” later in this pamphlet.

Because Florida is a so-called “right-to-work” state, the bargaining unit includes both members and non-members of UFF-UF, as bargaining unit members are **NOT** automatically enrolled in the union upon hire.

Membership in the bargaining unit is dependent upon your position and your college. Colleges, centers, and programs within the bargaining unit include Arts, Business, the Counseling and Wellness Center, Design Construction and Planning, the Dial Center for Written and Oral Communication, the Digital Worlds Institute, Distance and Continuing Education, Education, Engineering, English Language Institute, Health and Human Performance, the International Center, Latin American Studies, Libraries, Liberal Arts and Sciences, Journalism and Communications, Natural History and Harn Museums, Student Health Care Center, Whitney Marine Laboratory, and University Writing Program.

Everyone categorized as faculty in these units is part of the bargaining unit. To check if your position is a faculty position, please see Appendix A of the CBA, which provides a comprehensive list of bargaining unit faculty titles.

Colleagues in TEAMS, OPS, or graduate assistant positions are not eligible for membership in UFF-UF, but would be welcome as members in Graduate Assistants United (GAU) or United Campus Workers (UCW) at UF.

Faculty from outside the colleges and units listed above are eligible for at-large membership in UFF-UF. While at-large membership is an important solidarity statement and provides some important benefits, it does not qualify members for grievance services nor does it provide members with the protections of the CBA (see the sections on ‘Grievances’ and ‘Collective Bargaining’ later in this pamphlet for details).

What Are Dues?

UFF-UF members pay dues to support our colleagues, advocate for quality education, defend academic freedom, and grow our union. These dues represent 1% of a member’s *base salary*. Overload assignments, summer teaching, grant funding, and other forms of income do not count toward a member’s dues assessment. For most members, dues cost \$1.50-\$3.00/day – less than your daily Starbucks fix!

WHY PAY DUES?

Our dues fund everything UFF-UF does, from legal support for local grievances to political advocacy in Tallahassee and Washington, DC. They fund staff who assist with organizing, bargaining, record keeping, and grievances; they help fund member events like socials and dinners; and they fund efforts to thwart attacks on education and academic freedom at the state and national level.

EDUES

As of July 2023, members pay dues using the eDues system. This secure process allows faculty to join their union anonymously; the one-time sign-up process only takes a few minutes. By taking this proactive step, we ensure greater confidentiality for our members and protect ourselves from ongoing attempts by the state legislature to weaken our union and our right to collective bargaining.

All eDues payments are processed by Dwolla and Plaid, secure vendors that meet international industry standards for data security.

Pie chart showing distribution of dues

