

**University of Central Florida  
Board of Trustees & United Faculty of Florida  
Collective Bargaining Session Minutes**

Wednesday, March 27, 2024  
1:00p.m. – 3:00p.m.  
Via Zoom

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**ATTENDEES**

**BOT Bargaining Team:** Charles Reilly, Craig Novick, Ronnie Zimmerman, and Charlie Piper

**UFF Bargaining Team:** Talat Rahman, Yovanna Pineda, Dan Eadens, and Michelle Dusseau

**Handouts:** UFF 02, Article 23, Salaries  
BOT 01, Article 1, Management Rights  
BOT 01, Article 4, Management Rights  
BOT 01, Article 12, Non-reappointment  
BOT 01, Article 14, Promotion Procedure  
BOT 01, Article 15, Tenure  
BOT 01, Article 21, Other Employee Rights

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1. The minutes from the March 13, 2024 meeting were reviewed; no changes were made.
2. UFF Proposal #2, Article 23, Salaries, was presented and discussed.
3. The BOT team proposed that the teams TA the status quo version of Article 4, Management Rights.
4. The BOT team proposed that the teams TA the status quo version of Article 15, Tenure.
5. The BOT team proposed that the teams TA the status quo version with minor adjustments of Article 1, Recognition.
6. The BOT team proposed that the teams TA the status quo version with minor adjustments of Article 12, Non-reappointment.
7. The BOT team proposed that the teams TA the status quo version with minor adjustments of Article 14, Promotion Procedure.
8. The BOT team proposed that the teams TA the status quo version with minor adjustments of Article 21, Other Employee Rights.
9. The teams discussed the possibility of status quo language for both Article 3, UFF Privileges, and Article 5, Academic Freedom.
10. The BOT responded to the UFF's proposal for Post Tenure Review Performance Improvement Plan MOU.
11. The teams discussed the desirability of having an updated list of arbitrators as required in the current CBA (Articles 19/20).

**Future Collective Bargaining Sessions (Wednesdays)**

April 17, 2024, via Zoom 1-3pm  
May 1, 2024, via Zoom 1-3pm  
May 22, 2024, via Zoom 1-3pm  
June 12, 2024, via Zoom 1-3pm  
July 3, 2024, via Zoom 1-3pm  
July 24, 2024, via Zoom 1-3pm

August 14, 2024, via Zoom 1-3pm  
September 4, 2024, via Zoom 1-3pm  
September 25, 2024, via Zoom 1-3pm  
October 16, 2024, via Zoom 1-3pm  
November 13, 2024, via Zoom 1-3pm  
December 4, 2024, via Zoom 1-3pm

More information from the teams provided at (BOT) <http://collectivebargaining.ucf.edu> and (UFF) <http://www.uffucf.org/>