

BOT rationales for changes to UFF counterproposal:

Article 3:

Line 65: Meet UFF proposal by adding language to 3.4(4) to accommodate released time for Spring 2018. Add "By mutual agreement, this will give the ability for UCF to offer both released time and ADI in advance of ratification." Obviously, neither UFF nor the BOT will be able to ratify in time to provide release time, but the university is going ahead in good faith to provide that for Spring 2018. By the same token, the university should be able to begin providing ADI ahead of ratification.

Article 23:

Line 24: Cannot agree to more than 2.35% ATB. University is stretching to provide that.

Line 25: BOT will increase one-time payment to \$950. Increases previous amount by \$100 per employee.

Line 113: Accepted in principle. Slight revision to dates. The uncertainty surrounding the division of COHPA and resulting new/combined colleges could impact criteria and procedures for these awards. Think a later date when all the changes have occurred makes more sense.

Line 214: Inserted previous language that accepts UFF proposal where it seemed logical to us. Open to moving language if this was not UFF intent.