

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

April 30, 2004  
10:05 a.m. – 3:20 p.m.  
MH 327

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**ATTENDEES**

BOT Bargaining Team: Frank Juge (Chief Negotiator), Lin Huff-Corzine (Associate Chief Negotiator), Diane Chase, Youndy Cook, Jose Fernandez, Tom Keon, and Sandra Robinson

UFF Bargaining Team: Jim Gilkeson (Chief Negotiator), Rich Gause, Phyllis Hudson, Chris Snodgrass, Daniel Vaughen, and Beth Young

Handouts: UFF MOU addressing UCF 401(a) Special Pay Plan (1<sup>st</sup> proposal)  
UFF counterproposal (2<sup>nd</sup> proposal) designated as Article 1 (Recognition)  
BOT counterproposal (1<sup>st</sup> proposal) to UFF MOU addressing UCF 401(a)

Special Pay Plan

UFF counterproposal (2<sup>nd</sup> proposal) to UFF MOU addressing UCF 401(a)

Special Pay Plan

UFF counterproposal (2<sup>nd</sup> proposal) designated as Article 2 (Consultation)

UFF counterproposal (2<sup>nd</sup> proposal) designated as Article 27

(Maintenance of Benefits)

BOT counterproposal (2<sup>nd</sup> proposal) designated as Article 5 (Academic

Freedom)

BOT counterproposal (2<sup>nd</sup> proposal) designated as Article 9 (Assignment

of Responsibilities)

BOT counterproposal (2<sup>nd</sup> proposal) to UFF MOU addressing UCF 401(a)

Special Pay Plan

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1. The UFF announced that Rich Gause would be stepping down as UFF Chief Negotiator and that Jim Gilkeson would be taking over the role.
2. The BOT team announced that John Schell would no longer be serving on the BOT bargaining team and that Diane Chase would be taking his place.
3. A draft of the minutes from the 04/09/04 bargaining session was distributed and no changes were made.

4. The UFF presented a MOU regarding the UCF 401(a) Special Pay Plan. After caucus, both the BOT team and the UFF submitted counterproposals to the MOU. Later in the afternoon, the BOT team responded with another counterproposal (2<sup>nd</sup> proposal). Following discussion, the teams agreed to an amended version of that draft.
5. The teams discussed alternative days for bargaining scheduling.
6. The UFF proposed that article proposals be grouped according to six different categories as a means of organizing the bargaining process. The teams discussed the suggestion and will readdress the matter at the next bargaining session.
7. The UFF presented three counterproposals (2<sup>nd</sup> proposals) designated as Article 1 (Recognition), Article 2 (Consultation), and Article 27 (Maintenance of Benefits). Discussion ensued regarding each.
8. The BOT team presented two counterproposals (2<sup>nd</sup> proposals) designated as Article 5 (Academic Freedom) and partially presented Article 9 (Assignment of Responsibilities). Discussion ensued regarding each. The BOT team will complete their presentation of the latter proposal at the next bargaining session.

The next bargaining session will take place on May 7<sup>th</sup> from 10:00 a.m. – 3:00 p.m. in MH-282.

More details and comments from the BOT team are provided at the web site below:  
<http://provost.ucf.edu/bargaining/reports.html>

More details and comments from the UFF are provided at the web site below:  
<http://www.uffucf.org/bargaining/news.html>