

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

October 28, 2004
6:05 p.m. – 8:20 p.m.
CAS-192

ATTENDEES

BOT Bargaining Team: David Kornreich (Chief Negotiator), Sherry Andrews, and Tom Keon

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

Handouts: UFF counterproposal (2nd proposal) designated as the Preamble
 UFF counterproposal (6th proposal) designated as Article 1 (Recognition)
 UFF counterproposal (3rd proposal) designated as Article 6
(Nondiscrimination)
 UFF counterproposal (5th proposal) designated as Article 7 (Access to
Information)
 UFF counterproposal (3rd proposal) designated as Article 9 (Assignment
of Responsibilities)
 UFF counterproposal (3rd proposal) designated as Article 11 (Evaluation
File)
 UFF counterproposal (6th proposal) designated as Article 25 (UFF
Insurance Deduction)
 UFF counterproposal (5th proposal) designated as Article 27 (Maintenance
of Benefits)
 UFF counterproposal (5th proposal) designated as Article 29 (Severability)
 BOT counterproposal (7th proposal) designated as Article 1 (Recognition)
 BOT counterproposal (3rd proposal) designated as Article 3 (UFF
Privileges)
 BOT counterproposal (3rd proposal) designated as Article 4 (Management
Rights)
 BOT counterproposal (2nd proposal) designated as Article 5 (Academic
Freedom) – previously distributed at the April 30, 2004 bargaining session
 BOT counterproposal (5th proposal) designated as Article 7 (Minutes,
Rules, Budgets, and Reports)
 BOT counterproposal (3rd proposal) designated as Article 9 (Assignment
of Responsibilities) – previously distributed at the October 13, 2004 bargaining session –
and an attached counterproposal (2nd proposal) designated as the Article 9 Appendix
((Board of Trustees and United Faculty of Florida Exclusive Assignment Dispute
Resolution (ADR) Grievance Procedure))

BOT counterproposal (2nd proposal) designated as Article 18 (Inventions and Works) – previously distributed at the August 20, 2004 bargaining session

BOT counterproposal (3rd proposal) designated as Article 19 (Conflict of Interest or Commitment/Outside Activity)

BOT counterproposal (5th proposal) designated as Article 22 (Sabbaticals and Professional Development Programs)

BOT counterproposal (5th proposal) designated as Article 27 (Maintenance of Benefits)

BOT counterproposal (6th proposal) designated as Article 29 (Severability)

UFF proposed Memorandum of Understanding addressing the 2004 – 2005 Bonus by Legislative Mandate

UFF proposed Memorandum of Understanding addressing 2003 – 2004 Salary Increases

-
1. A draft of the 10/13/04 bargaining session minutes was distributed and no changes were made.
 2. The UFF team presented counterproposals of several articles designated as follows: the Preamble, Article 1 (Recognition), Article 6 (Nondiscrimination), Article 7 (Access to Information), Article 9 (Assignment of Responsibilities), Article 11 (Evaluation File), Article 25 (UFF Insurance Deduction), Article 27 (Maintenance of Benefits), and Article 29 (Severability). Discussion ensued.
 3. The BOT team distributed counterproposals of several articles designated as follows: Article 1 (Recognition), Article 3 (UFF Privileges), Article 4 (Management Rights), Article 7 (Minutes, Rules, Budgets, and Reports), Article 19 (Conflict of Interest or Commitment/Outside Activity), Article 22 (Sabbaticals and Professional Development Programs), Article 27 (Maintenance of Benefits), and Article 29 (Severability). The BOT team also distributed copies of its Article 5 (Academic Freedom), Article 9 (Assignment of Responsibilities) and Article 18 (Inventions and Works) counterproposals that were previously distributed at prior bargaining sessions. A second proposal of the BOT team's Article 9 Appendix ((Board of Trustees and United Faculty of Florida Exclusive Assignment Dispute Resolution (ADR) Grievance Procedure)) was also distributed. Discussion ensued.
 4. The UFF distributed two proposed Memorandums of Understanding addressing the 2004 – 2005 Bonus by Legislative Mandate and 2003 – 2004 Salary Increases. Discussion ensued.

The next bargaining session will be held on Wednesday, November 10, 2004 from 6:00 p.m. – 8:30 p.m. in CAS-192.

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

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