

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

November 10, 2004
6:00 p.m. – 8:35 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 revised Memorandum of Understanding addressing the 2004 – 2005 Bonus by Legislative Mandate

BOT counterproposal (8th proposal) designated as Article 1 (Recognition)

BOT counterproposal (6th proposal) designated as Article 7 (Minutes,

Rules, Budgets, and Reports)

BOT counterproposal (3rd proposal) designated as Article 8 (Appointment

and Annual Salary Notification)

BOT counterproposal (3rd proposal) designated as Article 10 (Employee

Performance Evaluations)

BOT counterproposal (3rd proposal) designated as Article 12 (Non-

Reappointment)

BOT counterproposal (3rd proposal) designated as Article 14 (Promotion

Procedure)

BOT counterproposal (3rd proposal) designated as Article 15 (Tenure)

BOT counterproposal (3rd proposal) designated as Article 18 (Inventions

and Works)

BOT counterproposal (3rd proposal) designated as Article 23 (Salaries)

BOT counterproposal (2nd proposal) designated as Article 32 (Definitions)

UFF counterproposal (3rd proposal) designated as Article 3 (UFF Rights)

UFF counterproposal (4th proposal) designated as Article 4 (Board Rights)

UFF counterproposal (2nd proposal) designated as Article 16 (Disciplinary

Action and Job Abandonment)

UFF counterproposal (2nd proposal) designated as Article 17 (Leaves)

UFF counterproposal (2nd proposal) designated as Article 18 (Intellectual

Property)

UFF counterproposal (2nd proposal) designated as Article 19 (Conflict of

Interest/Outside Activity)

UFF counterproposal (3rd proposal) designated as Article 20 (Grievance

Procedure and Arbitration)

UFF counterproposal (4th proposal) designated as Article 22 (Sabbaticals

and Professional Development Programs)

UFF counterproposal (2nd proposal) designated as Article 24 (Benefits)

1. A draft of the 10/28/04 bargaining session minutes was distributed and no changes were made.
2. On October 29, 2004, the BOT team sent the UFF team via email a counterproposal to the UFF team's October 28th Memorandum of Understanding (MOU) addressing the 2004 – 2005 bonus by legislative mandate. The UFF team submitted a counterproposal to the BOT team's MOU at the November 10, 2004 bargaining session. Later in the evening the teams signed off on an amended version of the document.
3. The BOT team presented counterproposals of several articles designated as follows: Article 1 (Recognition), Article 7 (Minutes, Rules, Budgets, and Reports), Article 8 (Appointment and Annual Salary Notification), Article 10 (Employee Performance Evaluations), Article 12 (Non-Reappointment), Article 14 (Promotion), Article 15 (Tenure), Article 18 (Inventions and Works), Article 23 (Salaries), and Article 32 (Definitions). Discussion ensued.
4. The UFF team presented counterproposals of several articles designated as follows: Article 3 (UFF Rights), Article 4 (Board Rights), Article 16 (Disciplinary Action and Job Abandonment), Article 17 (Leaves), Article 18 (Intellectual Property), Article 19 (Conflict of Interest/Outside Activity), Article 20 (Grievance Procedure and Arbitration), Article 22 (Sabbaticals and Professional Development Programs), Article 24 (Benefits). Discussion ensued.

The next bargaining session will be held on Monday, November 22, 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>