

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

Wednesday, April 17, 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: BOT Handout 02, UFF Raise Summary by SUS Institution  
BOT Handout 03, Average 9-mo Faculty Salary by SUS Institution [not adjusted for cost of living]  
UFF Handout 05 (discussed, but not displayed during meeting) Salary Report from UWF

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1. The minutes from the March 27, 2024 meeting were reviewed; no changes were made.
2. The BOT Team reviewed the list of Articles that were TA'd, both in December 2023 (7, 13, 25, 27, 28, 29, 31) and April 2024. (1, 4, 12, 14, 15, 21)
3. The BOT verbally responded to the UFF Proposal #2 for Article 23, Salaries, for 2023-2024, and the teams discussed the situation. UFF provided handout #5, the UWF salary summation, after the meeting.
4. The BOT presented two handouts regarding raises at SUS Institutions, and they were discussed.
5. The BOT and UFF teams briefly discussed where they are apart on Article 16.
6. The BOT and UFF teams briefly reviewed Articles 2, 6, 9, 11, 19, and 20 and the possibility of closure on these Articles.
7. The UFF team indicated that they should have responses to Articles 19 and 20 soon.
8. The UFF and BOT teams touched upon Articles 3 and 5 and where the teams are apart; BOT team indicated that they would revisit Article 3 at the next session.
9. The BOT team recognized that 10 Articles have not yet been addressed, and may take some work before TA is possible: Article 8 – Appointment, Article 10 – Employee Performance Evaluations, Article 17 – Leaves, Article 18 – Inventions and Works, Article 22 – Sabbaticals and Professional Development Programs, Article 23 – Salaries, Article 24 – Benefits, Article 26 – Payroll Deduction, Article 30 – Amendment and Duration, Article 32 – Definitions, and Appendices (6):
  - a. A – Position Classifications in the Bargaining Unit.
  - b. B – (blank).
  - c. C – Grievance Form – Step 1.
  - d. D – Grievance Form – Step 2.
  - e. E – Notice of Arbitration.
  - f. F – Exclusive Assignment Dispute Resolution Grievance Form.

**Future Collective Bargaining Sessions (Wednesdays)**

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