

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

Wednesday, May 22, 2024  
9:00a.m. – 11:00a.m.  
Via Zoom

---

**ATTENDEES**

BOT Bargaining Team: Charles Reilly, Craig Novick, Ronnie Zimmerman, and Charlie Piper

UFF Bargaining Team: Talat Rahman, Yovanna Pineda, Michelle Dusseau and Robert Cassanello

Handouts: BOT proposal #1, Article 18, Inventions and Works  
BOT proposal #1, Article 10 Employee Performance Evaluations (tracked and not tracked versions)  
BOT Proposal #2, Article 5, Academic Freedom  
UFF Proposal #2, Article 5, Academic Freedom  
UFF Proposal #2, Article 3, UFF Privileges  
UFF Handout #6, SUS CBAs Mass Comm Language  
UFF Handout #7 SUS CBAs Office Language

- 
1. A recording of this meeting is unavailable due to technical issues.
  2. The minutes from the May 1, 2024 meeting were reviewed; no changes were made.
  3. The BOT team verbally updated the UFF regarding the status of Article 23, Salaries, for 2023-2024 and 2024-25, and the teams discussed the situation.
  4. The BOT team provided proposal #1, Article 18, Inventions and Works
  5. The BOT team provided proposal #1 for Article 10, Employee Performance Evaluations, both tracked and untracked versions, with discussion largely tabled until the next meeting.
  6. The BOT team provided proposal #2 Article 5, Academic Freedom, and it was discussed.
  7. The UFF team provided proposal #2 Article 5, Academic Freedom, and it was discussed.
  8. The teams touched on Articles 9, 19, and 20, and further discussion was tabled until the next meeting.
  9. The UFF team provided proposal #2, Article 3, UFF Privileges.
  10. The UFF team provided handouts #6 and #7 from other SUS institutions' CBAs regarding mass communication and office space.
  11. The BOT team expects to bring proposals for Articles 17, 22, and 24 for discussion at the next bargaining session.

**Future Collective Bargaining Sessions (Wednesdays)**

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

More information from the teams provided at (BOT) <http://collectivebargaining.ucf.edu> and (UFF) <http://www.uffucf.org/>