

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

Friday, October 4, 2024  
1:00 p.m. – 3:00p.m.  
Via Zoom

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**ATTENDEES**

BOT Bargaining Team: Charles Reilly and Charlie Piper

UFF Bargaining Team: Talat Rahman, Dan Eadens, Michelle Dusseau, Yovanna Pineda, Lisa Danker Kritzer, and Robert Cassanello

Handouts: UFF proposal #3, Article 20, Grievance Procedure and Arbitration  
BOT proposal #4, Article 10, Employee Performance Evaluations  
BOT proposal #5, Article 23, Salaries  
UFF proposal #3, Article 10, Employee Performance Evaluations  
BOT proposal #5, Article 10, Employee Performance Evaluations  
BOT proposal #2, Article 30, Amendment and Duration

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1. The minutes from the September 27, 2024, meeting were reviewed; no changes were made.
2. The UFF provided proposal #3 Article 20, Grievance Procedure and Arbitration, and it was discussed.
3. The status quo version of Article 3, UFF Privileges, was discussed.
4. The UFF introduced MOU #1 regarding a Union Office, and it was discussed.
5. The BOT provided proposal #4, Article 10, Employee Performance Evaluations, and it was discussed.
6. The BOT provided proposal #4, Article 10, Employee Performance Evaluations, and it was discussed.
7. The BOT provided proposal #5, Article 23, and it was discussed.
8. The UFF provided proposal #3, Article 10, Employee Performance Evaluations, and it was discussed.
9. The BOT provided proposal #5, Article 10, Employee Performance Evaluations and the parties agreed to TA on the article.
10. The parties then agreed to TA on the BOT's last proposals for Articles 3, 19, 20, and 23.
11. The BOT presented all the Appendices (A-F) and the parties came to agreement on all of them.
12. The BOT presented proposal #2, Article 30, Amendment and Duration, and the teams came to agreement on Articles to reopen and the parties plan to TA.