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October 2006

## FALL SOCIAL EVENTS

### LUNCHEON TO WELCOME NEW FACULTY

**Friday, October 20, from 11:30 A.M. to 2:00 P.M.**  
**in the Board of Trustees Room (3<sup>rd</sup> Floor, Admin. Bldg., Boca Campus)**  
All are invited - new faculty, old faculty - UFF members, nonmembers.  
**Special Guest: Tom Auxter, State UFF President**

### FACULTY CLUB

**Friday, November 3, starting at 4:00 P.M. (after UFS meeting)**  
**in the Board of Trustees Room (3<sup>rd</sup> Floor, Admin. Bldg., Boca Campus)**  
All faculty are invited to this convivial social gathering: food, drink, and good fellowship.  
Sponsored by the United Faculty of Florida and the Provost's Office.

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## TRAVEL BAN ON ACADEMIC WORK

If your research or teaching has been impacted by the ban on "Travel to Terrorist States" enacted by the Florida legislature this spring, please send an e-mail explaining how you have been affected to Lydia Smiley, UFF/FAU Chapter President ([smiley@fau.edu](mailto:smiley@fau.edu)).

The United Faculty of Florida, our state-wide organization, has been working hard to have the Travel Ban overturned. We initiated and were successful in getting passed at the annual convention of the National Education Association (NEA) a resolution opposing the Travel Ban as an assault on academic freedom. This opens the way for the NEA to fund a lawsuit against the ban. As part of the research into making that suit as powerful as possible, the attorneys need to know specifics about how individual researchers and teachers were affected, as well as how widespread were the effects, i.e., the number of people affected. So, if you were affected, please let us know. Your response does not need to be lengthy – a paragraph or two should suffice in most cases.

This suit in no way conflicts with the suit in federal court filed by the American Civil Liberties Union. The UFF/NEA suit, depending on the reports we get back from faculty all over the state, may end up being broader in some areas and possibly narrower in others than the ACLU suit. It is possible that the UFF/NEA suit will oppose the ban in state rather than federal court, perhaps because the legislature violated the state constitution by intruding into academic areas which are the purview of the Board of Governors of the state university system.

Once the facts uncovered by our research are in, the UFF may also decide that the quickest and most effective route to an overturn of the ban may be in using the results of the research to affect public opinion and pressure the state legislature to overturn the ban. After all, the ban clearly will hinder efforts to save the coral reefs, get more accurate information about hurricanes, and provide information about what is going on inside the proscribed states (for example, whether they have weapons of mass destruction).

Regardless of which routes are ultimately taken, your input will be important to the success of the effort. If you have been affected, please take a moment or two to let us know.

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# MEMBERSHIP OFFER

ALL FACULTY JOINING THE UFF FOR THE FIRST TIME BETWEEN NOW AND THE EIGHTH OF DECEMBER CAN TAKE ADVANTAGE OF A SPECIAL OFFER: MEMBERSHIP DUES AT HALF-OFF FOR THE FIRST YEAR OF MEMBERSHIP. FIND THE HALF-OFF MEMBERSHIP FORM AT THE UFF/FAU WEB PAGE: [WWW.FAU.EDU](http://WWW.FAU.EDU) > FACULTY & STAFF – RESOURCES > UNITED FACULTY OF FLORIDA > MEMBERSHIP FORM > HALF-PRICE MEMBERSHIP – SPECIAL OFFER. PRINT, FILL OUT, AND MAIL TO LYDIA SMILEY, EXCEPTIONAL STUDENT EDUCATION. CONTACT LYDIA FOR ADDITIONAL INFORMATION (7-3287, [SMILEY@FAU.EDU](mailto:SMILEY@FAU.EDU)).

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## COLLECTIVE BARGAINING UPDATE

United Faculty of Florida/FAU and the FAU Board of Trustees began negotiating a new three-year contract last March. The UFF collective bargaining team and the Administration's collective bargaining team met during that spring semester, during the summer, and now in the fall semester. We have reached agreement on most of the articles of the Contract. However, the salary article has been contentious. UFF and the BOT remain apart on the amount of the salary increase for faculty to be added by FAU to the 3.0% salary increase provided by the Florida Legislature. The 3.0% increase for all faculty receiving satisfactory annual evaluations was effective October 1. UFF and the BOT signed a Memorandum of Understanding to provide for the distribution of the 3.0% increase as well as promotion increases (9% for promotion to Associate; 12% for promotion to Full), while we continue to bargain the other categories of raise money.

We have effectively reached agreement on academic freedom, non-discrimination, assignments, grievance procedure, intellectual property, leaves, and all other matters not having an impact on the University budget. The UFF collective bargaining team also developed Contract proposals on a number of issues that the Administration's collective bargaining team rejected outright on grounds that, or ostensibly because, they would have an effect on the budget. These include the following:

**Sabbaticals:** UFF proposed that the University create a new category of sabbaticals – full-year sabbaticals at three-quarter pay – in addition to the existing full-pay for half-year sabbaticals and half-pay for full-year sabbaticals. **REJECTED** (The Administration also rejected UFF's proposal to increase the number of sabbaticals in the current contract, preferring to give the then-newly hired Provost time to study sabbatical policy for possible future action.)

**Benefits:** UFF proposed to eliminate the requirement that eligibility for phased retirement expire on the employee's 63<sup>rd</sup> birthday. UFF also proposed language that provides free University courses for spouses and children of employees. **REJECTED**

**Academic year salary rate:** UFF proposed language that provides for a more regular calculation of academic year periods and provides for pay for the additional day each leap year. **REJECTED**

**Salary:** UFF presented a salary proposal which was based on the University's own commitments to solving the problem of low faculty salaries. **REJECTED**

The most recent meeting of the collective bargaining teams took place on Monday, October 9. The main subjects of consideration were salaries and procedures related to the granting of permanent status for FAUS (formerly known as Henderson School) employees.. No progress was made to resolve the salary issue, which consequently will be raised again at future meetings. The next meeting will be October 30.

Specifics on the Intellectual Property article in the Contract: The previous Contract included language about University and faculty ownership of Works and Inventions that needed clarification. The new language clarifies ownership, providing language that recognizes the University's rights to Works or Inventions in the employee's field of employment while stipulating that faculty own their Works and Inventions unless made with University resources or specifically at the direction of the University.

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**To visit our UFF/FAU web page and to access the current FAU/BOT/UFF Contract, go to the FAU website ([www.fau.edu](http://www.fau.edu)) and click on Faculty and Staff – Resources. To become a UFF member, contact Lydia Smiley, UFF/FAU Chapter Prez (7-3287, [smiley@fau.edu](mailto:smiley@fau.edu)).**