

## February 2022 UFF Virtual Senate Session Motions and Resolutions

### College Bargaining Council Motion and Resolution

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#### **Motion**

UFF shall host a CBA repository that is easily accessible and current.

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#### **Resolution**

Whereas the starting salary at Pensacola State College for a faculty member with a master's degree is \$36,420 and the median salary for an instructor is \$41,000, an assistant professor is \$48,612 and a professor is \$57,068;

Whereas the faculty of Pensacola State College Association (PSCFA), like faculty across the state, undertook heroic efforts to keep their College running both in-person and virtually throughout the pandemic;

Whereas PSCFA sought to increase wages for all faculty in the hopes of addressing long standing faculty morale and retention challenges at the College;

Whereas PSCFA attempted to reach a number of compromises with the administration's team that would have granted the president limited authority to hire faculty above the starting salary by a set amount for a set period of years;

Whereas the administration of Pensacola State College (PSC) declared impasse on November 19, 2021 in contract negotiations with the Pensacola State College Faculty Association (PSCFA) in the hopes of granting its president, Dr. Edward Meadows, unilateral authority to set entry salaries for newly hired faculty;

Whereas the College apparently prioritizes fighting for the power to award money to whomever it chooses instead of supporting already hired faculty at the College;

Whereas, if granted, such authority would lead to irreparable levels of wage compression and inversion among PSC faculty members and produce a situation ripe for favoritism and inequity;

Be it resolved that UFF's commitment to upholding its members' rights under Florida's laws and advocating for the needs of its members and the state's higher education students, shall include a public statement in support of the PSCFA condemning the actions of PSC's administration and calling on them to work with PSCFA to address the cause of the College's hiring and retention problem by prioritizing meaningful raises that would increase the College's competitiveness as an employer.

## **Graduate Assistants United Bargaining Council**

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Whereas UFF has provided the TCW service to interested chapters to gather the data of potential members;

Therefore, be it resolved that the senate body of the United Faculty of Florida shall create an ad-hoc committee to evaluate the TCW services offered before they are implemented within United Faculty of Florida. The committee shall study the:

- Ethical concerns regarding consent, privacy, and other data ethics issues of programs like TCW
- Efficacy of such a program, including data from other FEA chapters and/or other unions who have implemented the TCW program
- Ramifications on member growth and organizational perception
- Effects upon chapters which do not opt-in to the service
- Parameters of data usage, security, and storage: methodology, algorithms, data inputs and sources, how long the company will have the data, can individuals request their data be deleted, who has access to this data, what security measures they have on this data, who owns the data and for how long, and other technical aspects
- Remaining relevant factors the committee deems important to the implementation of the TCW Pilot Program

The committee will report to Senate at the Fall 2022 UFF Senate session and provide a recommendation to the Senate body regarding whether UFF shall utilize TCW services.

The committee will consist of at least one (1) person from each Bargaining Council in addition to the chair of the committee and a maximum of eight (8) committee members total. The UFF President shall appoint remaining members, after calling for volunteers from all bargaining councils and in consultation with the committee chair.

Vincenza Berardo (UFF-FSU-GAU) will be Committee Chair  
Martin Balinsky (UFF-TCC) will represent the Colleges

## **General Motions and Resolutions**

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### **UFF Historian and Historical Committee**

The ad hoc UFF Historical Committee, established and appointed by the UFF President, shall exist to compose a written, factual history of the United Faculty of Florida from its inception until the present time. This written account may rely upon historical records, interviews, internal documents, and other verifiable materials in order to establish the history of UFF, in order that current and future members may better understand our organization and its roots. The account shall be no more than twenty pages in length (not including appendices and references), and it shall be made available on the UFF website and provided for use in other publicly accessible virtual locations.

The committee shall exist for one year (or two Senate meetings), at which time the chair (UFF Historian) shall present the full historical account for adoption by the UFF Senate body. The committee's lifespan and mission may be extended and/or expanded by the UFF President as needed.

**Chair, serving as temporary UFF Historian:** Robert Cassanello, UFF-UCF Chapter

## **September 2022 UFF Senate Session Modality**

1. The September 2022 UFF Senate meeting shall be held in person according to the “UFF In-Person Health and Safety Guidelines” policy, first discussed at the September 2021 Senate session.
2. Future UFF Senate meetings shall be held in an alternating pattern of virtual and in-person sessions (e.g., September 2022 in-person, February 2023 virtual).

### **United Faculty of Florida Collective Statement on In-Person Events**

In response to the ongoing public health threat of new COVID variants and other potential public health crises that may appear in the future, the United Faculty of Florida adopts the following policy regarding scheduling and attending large, in-person public gatherings, such as the UFF Senate:

**As a union, UFF will not hold large, in-person public gatherings if at least two of the following are in effect:**

1. If there is an ongoing major COVID positivity spike (e.g., the Delta or Omicron variants).
2. If ICU space is at or near capacity in nearby hospitals.
3. If doing so would undermine public messaging, solidarity actions, or other campaigns the union is currently undertaking to protect public health and working/learning conditions.

**If a scheduled event must be canceled due to a public health concern, UFF agrees to the following:**

1. UFF will absorb any contractual costs associated with cancellation.
2. If UFF Senate, the default policy will be to return to a fully virtual Senate meeting, with the most recent virtual session standing and special rules in place for adoption.
3. Except in the case of extreme emergency, UFF will not cancel a scheduled event fewer than thirty days in advance.
4. Large event cancellation will be decided, if practicable, by the UFF Senate, or, if the timeline does not allow for a Senate decision, the UFF Council of Presidents and UFF Steering Committee.

**Until the COVID pandemic is no longer a serious public health concern, UFF will apply the following minimum health and safety requirements to large, in-person public gatherings:**

1. All attendees must be masked while indoors according to current guidelines from the CDC.
2. All attendees must present proof of full vaccination or a negative COVID test taken no more than three days before the event.
3. Whenever practicable, event seating will be spaced to allow for effective social distancing.