**Academy for Academic Personnel Administration**

**Fall 2014**

**Round Table Report**

**1. Institution Information**

Name of Institution/System: Florida Atlantic University, Florida State University System

Name and Title of Individual Responding: Larry Glick, Sr. Assoc. General Counsel

**2a. Description of Faculty Bargaining Unit(s) – Size and Composition**

Approximately 950 individuals including tenure and tenure track faculty; instructors and

lecturers on annual appointments; research faculty; librarians; selected health and

counseling professionals; and, University (laboratory) K-12 School Teachers.

Faculty administrators (including chairs) and adjuncts are excluded.

Bargaining Agent: United Faculty of Florida (statewide with campus local).

Date of First Contract: 2003 under local Board of Trustees (formerly a statewide

contract/bargaining unit).

Number of Succeeding Contracts: 3 (2006-09; 2009-12; 2012-15).

**Web address of current contract:**

<http://fau.edu/provost/files/CBA.Nov2013.Jun2014.edits.pdf>

**3. Activity Report (e.g., status of current agreement or negotiations, details of last contract settlement, etc.):**

We have been negotiating reopeners for 2014-15 contract year since February 2014. Open articles include:

- Paid parental leave for 9-month faculty (union wants to extend to 12-month faculty and K-12 teachers)

- Domestic partner benefit program (expand stipend program for those already with family coverage)

- Elimination of the unused sick leave payout for newer employees

- Permit creation of a post-tenure review policy by the Provost

- Zero pay increase for the 2014-15 (except for promotions). We gave over 5% for 2013-14.

**4. Special or noteworthy happenings (e.g., relevant arbitration or court decisions, organizing campaigns, labor agency decisions, etc.)**

- Faculty grievances regarding tenure denial based on failure to follow department criteria

- Parental leave policy issues

**5. Special happenings related to fiscal issues (e.g., salary reductions, health and dental insurance costs, reductions in force, early retirement programs, program consolidation or elimination, etc.):**

- Lost budget dollars due to performance metrics, mainly related to graduation rates and student success.