

## **IMPORTANT ANNOUNCEMENT: Tentative agreement on new collective bargaining contract**

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**To:** USF Faculty and Staff (Exchange)

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The USF Board of Trustees and USF Chapter of the United Faculty of Florida are pleased to announce that a tentative settlement has been reached for implementation of a 2010-2013 Collective Bargaining Agreement. The settlement requires ratification by the bargaining unit employees and by the USF Board of Trustees, actions that will be moved on quickly.

Highlights of the proposed new contract include:

\*Salary enhancements of 1.5% for 2010-2011 and 2.0% 2011-2012. Both will be merit based, derived from performance evaluations. The 2010-11 raises will go into effect as soon as possible after ratification by the USF Board of Trustees while the 2011-2012 raises will take effect August 7, 2011.

\*The university has a 1% discretionary authority for the duration of the contract, which affords the opportunity for further salary improvements pending available funds on top of the 1.5% and 2.0% increases in 2010-2011 and 2011-2012.

\*Summer compensation is set at 12.5% of the faculty member's 9 month salary for a 3-credit course, with a cap per 3-hour course of \$12,500. Courses with other credit hours are adjusted accordingly.

\*Enhanced salary adjustments for promotions, set at 9% plus \$3,000 for promotions to Assistant Professor/Librarians, \$5,000 to Associate Professor, and \$7,000 for Full Professor.

\*Full implementation of the new Instructor career track program that provides a 6% salary enhancement upon being promoted to the ranks of Instructor II or Instructor III.

\*No changes to the article concerning layoffs (Article 13) and minor clarifying language is added to Article 9 (Assignment of Responsibilities).

\*The university retains the authority to provide extra compensation for additional duties, make verified counteroffers, and pay faculty designated for university/college awards and honors.

\*Increased full-pay one-semester sabbatical opportunities.

\*The parties have committed to a three-year agreement with no reopener negotiations except by mutual agreement. This will free up valuable time and resources for both sides to improve the position of faculty at USF.

\*Earlier in this same round of negotiations the parties also implemented a Parental Leave Program and the Early Retirement Incentive Program.

This settlement comes after an extended bargaining process that has occurred during a period of unprecedented financial difficulties being experienced by the nation, state, and university. Both sides applaud and appreciate the other's willingness to work together under such challenging conditions to reach a settlement that will be important in maintaining the forward progress of the University of South Florida.