

United Faculty CBA Negotiations Update  
Nov. 1, 2021

Dear Colleagues,

Our UF negotiations team met with the District earlier today for our Collective Bargaining Agreement (CBA) negotiations. We presented the District with a proposal that took into consideration the long-promised 75th Percentile and lab/lecture parity. The District caucused for about an hour, then came back with what they labeled as their Last, Best, and Final (LBF) offer. The main highlights of the District's proposal:

- Cost Of Living Adjustment (COLA) for 21/22 and 22/23 (5.07% for 2021/2022, and is estimated at 2.48% for 2022/2023).
- The District requested an increase of the attainment percentages for multiple section classes (X2, X2.5, and X3 sections) from 80% to 90%.
- Extensive Lab/Lecture Parity Workgroup to reach mutual agreement by Fall 2022. When mutual agreement is achieved, implementation will occur within the following two semesters.
- A commitment to continue negotiating medical benefits, and to complete the work necessary to calculate the 75th percentile (Items 3-6 included in the 2013 MOU) via subcommittee.

While the District labeled their offer as Last, Best, and Final, they acknowledged that there are outstanding items, such as the Summer and Overload Teaching pay inequity. We stressed the importance of providing an increase, as the Summer and Overload Unit/Hourly pay rate has not increased in the last decade at the same pace as our regular Salary Teaching Schedule, and we are significantly behind surrounding districts. The District informed us that we'll likely have an update by our next negotiations meeting with them.

We received a Doodle poll from the District earlier today to schedule a few additional meetings.

As always, we will keep you posted.

In Solidarity,

Mohammad M. Abdel Haq  
UF Lead Negotiator

***"Power concedes nothing without a demand. It never did and it never will" -  
Frederick Douglass***