

**UF Special Meeting Notes: EBoard/Rep Council
Nov. 6, 2019**

1. The negotiating team has been meeting and working on data and strategy.
2. We have the most diverse team ever, and we have an incredible range of backgrounds, skills, strengths, and experiences.
3. We have submitted our request to go back to the table to close out 18/19.
4. Because faculty rejected the TA, we can only negotiate the items that were included in the rejected TA.
5. Our proposals always have to be doable in order to be in good faith.
6. We are going to focus on salary “on schedule” because it is our duty to represent the best interest for all faculty. Moe and the team will speak more on this.
7. Basically, we need to send the message that we won’t accept off schedule “one time” cash that harms our future stability.
8. Our contract ended on June 30, 2019, so we also need to prepare for the successor agreement proposal that we are contractually required to submit by Oct. 15th. It will then be presented to the board along with the District’s proposal for the “sunshine” process. The public gets a chance to see both proposals and comment on them at the November 12th Board of Trustees meeting.
9. We want everyone to share the information with their constituents.

Foundation for Negotiations

1. District budget----Moe
2. Percentage for COLA, etc..----Nicole and Steven
3. Compounding money---Moe and Nicole
4. Dependent coverage—Liz and Steven
5. Retro required—no more silent, dead years
6. No “give backs” or hostage bargaining

The irrevocable trust that was set-up to fund lifetime medical is already at \$105 million and will probably reach \$120 million by next year. At the target goal of \$140 million, the interest will fund lifetime medical forever. There is absolutely zero need to give up lifetime medical for anyone.

Successor Agreement reopeners for 19/20?

We don't want to open up too much. Our goals have to be reasonable.

1. Salary and benefits to the 75th percentile. Salary and benefits are always on the table.
2. Lecture/lab. There are many models to follow in order to achieve this.
3. Reevaluate comparability of overload and summer schedules.
4. Longevity bonus.
5. Dual enrollment article? To protect compensation, liability, and scheduling.