

Remarks on Collective Bargaining for Faculty Senate

December 3, 2008

By Ted Baker, Senator and UFF-FSU Vice President and Chief Negotiator

Ted Baker gave a brief update on bargaining for the new UFF-FSU faculty contract, and attempted to correct a remark heard earlier in the meeting about a change in the UFF policy regarding grievance representation, which seemed to suggest that the Senate grievance procedure was now the only recourse for faculty members who are not UFF members.

The UFF recognizes the Senate grievance procedure as an important complement to the CBA grievance procedure, for problems that are not violations of the CBA. However it is not a substitute.

Faculty members who believe they are victims of a violation of the Collective Bargaining agreement should still file grievances using the procedures in the CBA. It is true that, for liability and legal reasons, the UFF will no longer provide the service of a representative in grievance proceedings for individuals who are not UFF members. However, non-UFF are still protected by the Collective Bargaining Agreement, and can only enforce those contractual rights through the procedures in the CBA. The only change is that a person who is not a UFF member must either represent themselves or hire a lawyer.

The UFF will still continue to enforce the contract, by monitoring all grievances, and may file chapter grievances on any issues that appear to have broad impact. Therefore, any bargaining unit member, whether UFF member or not, should still inform a UFF officer of any actions or incidents that appear to be contract violations.

The UFF also continues to represent all bargaining unit members in contract negotiations, and seeks input from all bargaining unit members regarding contract issues and priorities.