

Summary of Items for Ratification Voting, Feb. 21-23, 2012

Changes to the Collective Bargaining Agreement (CBA). The main changes are:

- **Article 23 Salaries.**
 - Section 23.1: Slight change clarifies that nonrecurring bonuses must be bargained.
 - Section 23.2: Salary Plan for Professor increases are added to the list
 - Section 23.3: Promotion raises are maintained at 9% for promotion to a second level (e.g., to Associate Professor or Associate in ___ or Associate University Librarian) and 12% for promotion to a third level (e.g., Professor, etc.) for 2011 promotions.
 - Section 23.4: Specifies that the distribution of merit bonuses shall follow guidelines of a Memorandum of Agreement on Merit Bonus (see below), and that Performance Increases (approximately 3%) in salaries shall be provided to most faculty members with satisfactory performance ratings for 2010, effective August 8, 2011.
 - Section 23.9: Authorizes Administrative Discretionary Increases in salary totaling up to 0.50% of the in-unit (UFF-represented) faculty salary base (approximately \$600,000).
 - Section 23.10: Suspends Salary Plan for Professor program for the 2011-12 fiscal year. Also see Memorandum of Agreement on Salary Plan for Professors below.
 - Throughout, specific dates were updated and minor editorial changes were made for clarity. Full text of the tentatively agreed Article 23 is at:
<http://www.uff-fsu.org/art/UFF-BOTArticle23-2011.pdf>
- **Memorandum of Agreement (MOA) on Merit Bonus.** This MOA (as amended) specified that nonrecurring bonuses would be paid to faculty in December, 2011, in accordance with departmental/unit Faculty Evaluation Criteria and Procedures, but subject to the FSU President's review to ensure that bonuses were used to reward exemplary performance, based on Annual Evaluations for 2010. The total bonus should average approximately \$900 per faculty member. Full text is at:
<http://www.uff-fsu.org/art/UFF-BOTMOASalaryMerit2011Amend.pdf>
- **Memorandum of Agreement (MOA) on Salary Plan for Professors (SPP).** This MOA specified that SPP awards were provided in accordance with Article 25 for fiscal year 2010, but that SPP awards would be suspended for fiscal year 2011. Full text is at:
<http://www.uff-fsu.org/art/MOA-SPP-20110718.pdf>
- **Memorandum of Agreement (MOA) on Voluntary Separation Program (VSP;** lump sum payments for eligible resigning faculty members) available to certain faculty members ages 65 and older as of December 31, 2010. This MOA renewed a previously-negotiated VSP, extending it through the 2010 fiscal year. Full text is at:
<http://www.uff-fsu.org/art/MOA-VoluntarySeparationProgram2011-01-13.PDF>
- **Memorandum of Agreement (MOA) on Winter Break Leave.** This MOA provided four additional paid winter break holidays after Dec. 26, 2011 and prior to January 1, 2012. Full text is at: <http://www.uff-fsu.org/art/MOA-Winterbreak-2011.pdf>
- **Article 31 Amendment and Duration:** Recognizes the completion of negotiations begun in May, 2011 and acknowledges that the parties have begun negotiations for fiscal year 2012. Full text is at: <http://www.uff-fsu.org/art/Article31TA2012-02-03.pdf>

Further details on the negotiations concluded in February, 2012 are at www.uff-fsu.org

The UFF-FSU faculty bargaining team recommends a "Yes" vote on the ratification ballot.