

YOUR RIGHTS: HERE TODAY...GONE TOMORROW

If our faculty union is decertified by a bill passed by the legislature and signed by Governor Ron DeSantis, faculty rights will be eliminated

We would lose all rights protected by the Collective Bargaining Agreement, a written contract reflecting faculty influence and covering a host of critical issues

	Your rights WITH the Collective Bargaining Agreement	Your rights WITHOUT the Collective Bargaining Agreement
Negotiated salaries and benefits	√	×
Non-discrimination	√	×
Academic freedom	√	×
Promotion	√	×
Tenure	√	×
Reappointment and non-reappointment	√	×
Layoff and re-employment	√	×
Due process, a grievance procedure, and potentially binding arbitration	√	×
Intellectual property rights (inventions and works)	√	×
Conflicts of interest and outside activities	√	×
Shared governance	√	×
Right to representation in grievances and disciplinary meetings	√	×
Annual performance evaluations	√	×
Right to respond to documents placed in your personnel file	√	×
Leaves, including paid parental leave	√	×
Sabbatical and professional development leaves	√	×
Assignments	√	×
And throughout, FAIRNESS	√	×

**Protect Your Rights!
Join UFF-FSU today!**

