

United Faculty of Florida Representation Policy

Important Changes in United Faculty of Florida Grievance Representation Policy

At its September 2008 Senate meeting, the statewide United Faculty of Florida (UFF) revised its grievance representation policy in response to liability and legal concerns. **Effective immediately, UFF will not provide grievance representation to faculty who were not dues-paying UFF members at the time when the grievable incident occurred.**

All faculty have the right to file an individual grievance, but those who were not UFF members when the incident occurred must represent themselves or retain an attorney. UFF retains the sole and exclusive right to invoke arbitration; non-members will not automatically have the right to pursue a remedy beyond the grievance process. If UFF agrees to allow a non-member to proceed to arbitration, the non-member will be responsible for the cost of the arbitration – \$2000 to \$4000 – and must provide his or her own attorney, the cost of which can exceed \$20,000. If a non-member informs the chapter of an incident, UFF *may* file a grievance on behalf of the chapter if it is believed to have chapter-wide impact on the enforcement of the collective bargaining agreement; however, that is at the discretion of the chapter.

Please be aware that you are NOT automatically a member of UFF. You must complete and sign a membership form and submit it to UFF in order to become a member. In addition to guaranteeing yourself free representation in any grievance and arbitration proceedings that you may need to initiate in the future, by becoming a UFF member you will:

- ✓ Strengthen the voice of faculty in negotiations;
- ✓ Support our lobbying efforts for better higher education funding and academic excellence;
- ✓ Receive professional protection by way of a free \$1 million professional liability policy;
- ✓ Obtain the right to vote in UFF elections and thereby influence UFF bargaining priorities;
- ✓ Gain access to a variety of “members only” workshops, events and services, including free life insurance policies and legal representation;
- ✓ Receive free professional publications and literature about national higher education issues.

We want to ensure that you make an informed decision at this time. Please complete and sign either the **Membership Form** or the **Acknowledgement of Non-Representation Form** and return it to UFF.

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UFF Membership Form

UFF dues are 1% of monthly contract salary.

Please Print Complete Information

United Faculty of Florida, Tallahassee CC Chapter

Last Name First Name MI

Department or Unit

Home Street Address

Campus Address & Mail Code

City State Zip Code

Office Phone

Home Phone

E-mail address -- Personal/Home

E-mail address -- Office

Please enroll me immediately as a member of the United Faculty of Florida (FEA, NEA-AFT, AFL-CIO). I hereby authorize my employer to begin bi-weekly payroll deduction of United Faculty of Florida dues (1% of bi-weekly salary). This deduction authorization shall continue until revoked by me at any time upon 30 days written notice to the payroll office and to the United Faculty of Florida.

Signature (for payroll deduction authorization)

Today's Date

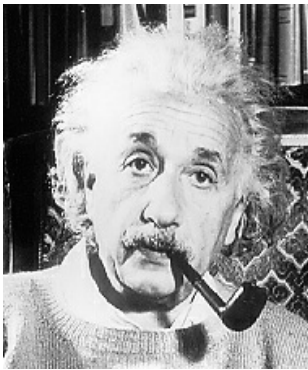
Please return this form to Frank Baglione, Chapter President, TCC History Department

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Support the Team that Works for You Join the UFF!

Academic Freedom, Tenure, Shared Governance, Nondiscrimination, Promotion, Salaries, and Benefits. These are just a sample of the important issues addressed in our Collective Bargaining Agreement. Professional liability insurance and legal assistance are examples of direct benefits of UFF membership. Most importantly, joining the United Faculty of Florida helps to build a stronger voice for higher education faculty throughout Florida, and nationally. "Although [membership] is not a perfect predictor of power and influence, it is perhaps the strongest correlate of the ability of unions to perform positive political and economic functions for their members and their societies."

-- Verma (U. Toronto), Kochan (M.I.T.), & Wood (U. Sheffield, UK), *British Journal of Industrial Relations* (2002)



"I consider it important, indeed urgently necessary, for intellectual workers to get together, both to protect their own economic status and, generally speaking, to secure their influence in the political field."

-Albert Einstein

Charter member of the American Federation of Teachers
at Princeton University, 1938

Find Your Voice ... Join the United Faculty of Florida

Visit the UFF Web Site at www.unitedfacultyofflorida.org and the UFF-BCC Web Site at www.uff-tallahassee.org

UFF Works Because We Do!

Acknowledgement of Non-Representation

I, _____, hereby acknowledge that I am aware that I am not a member of United Faculty of Florida and that I will not receive protection or assistance from UFF in the event that I am unfairly terminated, forced to work more hours or teach more students, have my pay diminished, or suffer any other violation of the collective bargaining agreement. I understand that as a non-member, I will have to provide my own representation to enforce any contractual violations or defend my employment status.

Signature: _____ Date _____

Please return this form to Frank Baglione, Chapter President, TCC History Department