

MEMORANDUM

To: Faculty, Chairs, and Deans

From: Kenneth G. Furton, Provost and Executive Vice President

Date: February 15, 2016

I am pleased to announce that on Wednesday, February 10, 2016 the Florida International University Board of Trustees (BOT) ratified the Collective Bargaining Agreement (CBA) between the United Faculty of Florida (UFF) and the University. I want to thank the bargaining teams for the Administration and the United Faculty of Florida, especially the chief negotiators, Vice Provost Meredith Newman and Dr. Alan Gummerson for all their hard work and dedication.

The new agreement goes into effect immediately through June 30, 2018. The entire agreement can be found online through the Provost Office website by clicking [here](#). We will be following up in the coming weeks regarding implementation of new benefits and changes that require action. Below are some main items that have been changed within the agreement and information related to the salary agreement for 2015-2016.

Tenure:

Departments will now be able to vote whether a tenure candidate will have access to view external letters of review. Following the department vote, the new policy shall not become effective until one (1) year following the new vote, unless the employee chooses to have the access to the external letters be subject to the newly adopted policy. Thus, this will not affect tenure candidates who have recently began the tenure process for the 2016-2017 cycle. The tenure and promotion manual will be updated accordingly. At this time the policies outlined in the manual will stand.

Overload:

The contract defines a minimum overload payment for face-to-face and hybrid courses of \$1,000 per credit hour.

Parental Leave:

Faculty members may now split their paid six-month paid parental leave to be used on two (2) separate occasions during their career while not extending over more than 2 semesters.

Domestic Partners:

Bereavement leave will be extended to domestic partners, which include persons of same or opposite sex.

Terminal Degrees:

Faculty members who do not have a terminal degree in their discipline will be eligible to apply to receive tuition reimbursement up to the cost of six FIU credits per semester from another fully accredited university. Full details and information regarding implementation will be forthcoming.

Salaries:

Both retention and merit increases will be awarded as described below. The 2015-16 salary agreement in Article 11 is derived from 18.4% of the total performance funding that FIU received in fiscal year 2015-2016.

Eligibility:

In-unit faculty who were employed before **July 1, 2015** and have been continuously employed are eligible for salary increases provided they have received at least satisfactory rating overall in their most recent annual evaluation and have not received a notice of termination or non-renewal. Those on paid or unpaid leave who have not had assigned responsibilities, and those with no evaluation given for their assigned responsibilities, will be presumed to have received a satisfactory evaluation.

Retention Increase:

Effective **January 16, 2016**, all *eligible* faculty shall receive a **1.0%** retention increase to their base salaries. This will be paid on the **February 19, 2016** paycheck. This check will include the retroactive payment from January 16, 2016.

Merit Increase:

The University shall provide each college/school a **1% merit bonus pool** based on the total bargaining unit payroll on a pro rata basis to departments/units as of the last full pay period of the 2014-2015 academic year. The merit increases shall be distributed **up to the amount of the pool provided to each College/unit**. These funds shall be distributed as recurring base increases within each department with a minimum of **\$750 awarded as allowable per the available funds** and as set forth in the BOT-UFF Policy concerning Employee Performance Evaluation. If merit criteria apply to the entire college/school, the college/school shall be the unit. Such increases will be effective **January 16, 2016** and will be paid with the **March 18, 2016** paycheck. The merit increases will be awarded based on procedures developed in accordance with the BOT-UFF agreement and previously approved by the Dean at the College level and by the Provost or designee and should be based on assigned duties and performance evaluations.

All approved procedures, and revisions thereof, shall be kept on file in the department/unit office and may be placed on the University website for access by employees and the UFF chapter. Upon request, employees in each department/unit shall be provided a copy of that department/unit's current procedures for annual evaluation and distribution of merit salary increase funds.

TIMELINE for Salary Increases:

January 28, 2016	Lists of Eligible IN UNIT faculty distributed to units from Academic Affairs (AA)
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February 19, 2016	Lists with merit recommendations from units to AA (bmanzano@fiu.edu)
February 19, 2016	Paycheck with retention increase and retro posted
March 4, 2016	Human Resources Payroll deadline to receive merit information from AA
March 18, 2016	Paycheck with merit increase and retro posted

I look forward to the continued success of our faculty under this new contract.