



DATE: 6/21/23
TO: District Board of Trustees
FROM: Brittany Snyder, Executive Vice President and CFO
DEPARTMENT: Finance and Administration
SUBJECT: Request for Ratification – Collective Bargaining Agreement Articles 5 and 13

OVERVIEW:

Request ratification of the Collective Bargaining Agreement Articles 5 (page 16) and 13 (page 45).

PROPOSED BOARD ACTION:

The College respectfully requests ratification of the Collective Bargaining Agreement (CBA) Article 5 “Grievance and Arbitration” and Article 13 “Salaries”. The negotiating teams for The College of the Florida Keys and United Faculty of Florida (UFF) reached tentative agreement (TA) at the bargaining session on June 8, 2023. The articles were initialed by representatives from the respective parties on June 8, 2023 and June 9, 2023. Dr. Nicole McCoy (union representative) has since confirmed that the bargaining unit members have voted to ratify both articles. Tentative agreements are provided for your review in legislative style. See below for a bulleted list of the changes for each article.

Article 5:

- Section 2, “Grievance Process,” includes a modification to language that provides the grievant the flexibility to submit a grievance to a designee other than their immediate supervisor, when appropriate. This involves scenarios when a grievance includes actions whereby control, responsibility, and/or accountability do not reside with the immediate supervisor (e.g., eligibility for an annual salary increase) or when the grievance is against the immediate supervisor.

Article 13:

- The eligibility criterion for the salary increase was updated to reflect employment as of July 1, 2022.
- The introductory paragraph now contains clarifying language regarding regular full-time positions that run from one academic year to the next academic year. Employment must begin on the first duty day of the academic year.
- Eligible bargaining unit members will receive a six percent (6%) salary increase as of July 1, 2023.