



UCF Board of Trustees

Governance Committee

September 27, 2024

Agenda Item

GOVC-3: Amendments to the Collective Bargaining Agreement 2023-2026 Between the University of Central Florida Board of Trustees and the American Federation of State, County and Municipal Employees (AFSCME)

Proposed Action

The Governance Committee is asked to recommend to the Board of Trustees, on its nonconsent agenda, ratification of the proposed amendments to the Collective Bargaining Agreement 2023-2026 Between the University of Central Florida Board of Trustees and the American Federation of State, County and Municipal Employees (AFSCME).

Authority for Board of Trustees Action

BOG Regulation 1.001(5)(a),(b)

Board of Trustees Policy Presidential Authority and Delegation, Section 5(e)

Supporting Documentation Included

Attachment A: Collective Bargaining Agreement 2023-2026 Between the University of Central Florida Board of Trustees and the American Federation of State, County and Municipal Employees (AFSCME) (redline)

Facilitators/Presenters

Maureen Binder, Associate Vice President and Chief Human Resources Officer

Summary of Key Observations/Recommendations

On February 18, 2021, the UCF Board of Trustees entered into a three-year collective bargaining agreement with AFSCME that expired on September 30, 2023. Full book negotiations, where the parties go through every article of the agreement, for a successor contract began August 2023. The parties reached tentative agreement on the articles on June 12, 2024, and the UCF Board of Trustees was notified that the union membership ratified the tentative agreement on July 12, 2024. This new agreement will cover the 2023-2026 bargaining cycle.

This contract contains the following changes from the prior collective bargaining agreement:

- In Article 1, Recognition, units 1588 and 1589 were removed from the contract as an election occurred April 2024 and there was not enough expressed interest in those units, so they were decertified. Unit 1481 remains to represent our blue-collar workers.
- In Article 6, AFSCME Deductions, language was added to remove the existing article. Florida Senate Bill 256, enacted in 2023, prohibits the university from deducting dues and uniform assessments from bargaining unit members.
- In Article 7, Wages, the parties agreed that all eligible in-unit employees would receive a one-time payment of \$1,200. The parties agree to reopen negotiations for Fiscal Year 2024-2025 in August and September 2024 for an agreement by October 11, 2024.
- In Article 10, Learning Opportunities, a revision was made related to which step the grievance/arbitration procedure references. This was to formalize the Memorandum of Understanding that was agreed upon on January 24, 2023.
- In Article 13, Change in Assignment, a section was added to include that employees are encouraged to apply to positions if they meet the minimum requirements and hiring managers are encouraged to give preference to those applicants in the selection process.
- In Article 18, Method of Filling Vacancies, an update was made to the steps of filing a grievance outlined in Article 23. This was to formalize the Memorandum of Understanding that was agreed upon on January 24, 2023.
- In Article 19, Non-Discrimination, language was added to include UCF Policies 2-004, 2-012, 2-016, and 2-700, as well as University Regulation UCF-3.0134. Language was also added to prohibit retaliation, by either the university or the union, against employees who make a good faith report against unlawful discrimination or harassment.
- In Article 20, Performance Evaluations, updates were made to the steps of filing a grievance outlined in Article 23. This was to formalize the Memorandum of Understanding that was agreed upon on January 24, 2023.
- In Article 22, Disciplinary Action, an update was made to the steps of filing a grievance outlined in Article 23. This was to formalize the Memorandum of Understanding that was agreed upon on January 24, 2023.
- In Article 23, Grievance Procedure, updates were made to the steps of filing a grievance outlined in Article 23. The university may elect to provide an additional representative at the meeting in step 1. This was to formalize the Memorandum of Understanding that was agreed upon on January 24, 2023.
- In Article 28, Duration, the agreement will remain in effect until September 30, 2026.
- In Appendix A, updates were made to omit units 1588 and 1589 as outlined in Article 1.

All other articles remain status quo.

Additional Background

Florida Board of Governors Regulation 1.001(5)(b) provides that each board of trustees shall act as the sole public employer with regard to all public employees of its university for the purposes of collective bargaining and shall serve as the legislative body for the resolution of impasses with regard to collective bargaining matters. As of July 1, 2024, there are approximately 301 covered AFSCME members represented for purposes of collective bargaining by AFSCME at UCF.

Pursuant to Florida Senate Bill 256 (2023), two former AFSCME units, 1588 and 1589, did not have enough interest to recertify with the Florida Public Employees Relations Commission (PERC). AFSCME bargaining unit 1481, the unit made up of blue-collar workers, went to a member vote. The majority of those who voted expressed that they would like to continue to be represented. The overall AFSCME membership now only stands at approximately 301 members compared to over 800 members when the other two units were included.

Under the UCF Board of Trustees' Policy on Presidential Authority and Delegation, the Board delegates the administration of collective bargaining agreements and matters to the President, who assigns a collective bargaining team to negotiate agreements. The collective bargaining team for this union is comprised of management and the human resources director from Facilities and Business Operations and representatives from central human resources. The Chief Human Resources Officer serves as the chief negotiator on behalf of the university.

Implementation Plan

The \$1,200 stipend payment will be made to in-unit members the first pay period after full ratification, which is expected to be October 4, or 11, 2024, depending on operational processes.

Resource Considerations

The total fiscal impact of the collective bargaining agreement is approximately \$367,200, funded from University Education and General Funds.