Academy for Academic Personnel Administration

**Fall 2015**

**Round Table Report**

**1. Institution Information**

Name of Institution/System: Seminole State College of Florida

Name and Title of Individual Responding: Claudia Salvano

Director, Policy and Labor Relations

**2. Description of Faculty Bargaining Unit(s) – Size and Composition**

The bargaining unit includes approx. 215 full-time teaching faculty, librarians, counselors, professors/directors, and professor/program managers employed in regular (continuing contract or continuing contract-track) positions. Excluded from the unit are temporary full-time faculty and adjunct faculty, as well as all administrators, professional, career service, and part-time personnel.

Bargaining Agent: United Faculty of Florida

Date of First Contract: Still negotiating (Union was certified in October 2010)

Number of Succeeding Contracts: 0

Web address of current contract: No contract; TAs and other information are at <http://www.seminolestate.edu/legal-affairs/collective-bargaining.php>

**3. Activity Report (e.g., status of current agreement or negotiations, details of last contract settlement, etc.):**

The Union and College bargaining teams have met 72+ times since bargaining began in February 2011. We reached our 26th tentative agreement in August 2015. Currently, there are 10 articles on the table including appointment to continuing contract, rank and promotion, and compensation. “Seniority” has been area of contention in a number of articles as the College does not want longevity to be the primary criteria used to determine assignments, transfers, reduction in force, recall, etc.

**4. Special or noteworthy happenings (e.g., relevant arbitration or court decisions, organizing campaigns, labor agency decisions, etc.)**

The Union filed an unfair labor practice charge in November 2014, claiming that the “College violated §447.501 (1) (c) by failing and refusing to pay step increases to the members of the bargaining unit for the 2014-2015 academic year, which commenced on August 25, 2014.” UFF alleged that the College did not maintain the status quo and that members of the bargaining unit reasonably expected to move a step on the pay plan in August 2014 and receive a pay increase. They wanted the Commission to require the College to “immediately move employees on the plan and to make them whole for their loss of pay.”

The Hearing Officer found that:

* for the 2014-2015 fiscal year, the Board acted consistently with its practice regarding wage increases;
* the Board did not unilaterally alter the status quo;
* considering the ten-year history, faculty did not have an objective reasonable expectation of receiving a step increase;
* the Union’s charge was frivolous, groundless, or unreasonable when filed; and
* the Union continued litigation after it became clear the charge was without merit.

The Hearing Officer stated that the unfair labor practice charge be dismissed and recommended an award of attorney’s fees and costs to the College. Upon review, PERC upheld all of the Hearing Officer’s findings and recommendations. **5. Special happenings related to fiscal issues (e.g., salary reductions, health and dental insurance costs, reductions in force, early retirement programs, program consolidation or elimination, etc.):**

The College did not give raises to anyone at the beginning of the 2015 – 2016 fiscal/academic year. The College is in the process of changing from a monthly pay cycle to a semi-monthly pay cycle. At their meeting on October 19, College administrators will ask the Board to consider giving a one-time payment, equivalent to 2-weeks’ pay, to non-faculty who will be moved to the semi-monthly payroll cycle in January 2016. Faculty are scheduled to begin the semi-monthly system in July 2016. At this writing, it is unclear how and when faculty salaries will be adjusted.