Recent Bargaining Gains

Recent Bargaining Gains for Faculty Negotiated by UFF-UWF.

2025-2026

- 4% recurring merit increase to the base salary based on Dean's Overall rating of "Distinguished" for 2023-2024 evaluations.
- 3% recurring merit increase to the base salary based on Dean's Overall rating of "Excellent" for 2023-2024 evaluations.
- A corresponding one-time increase "bonus" was later distributed by the University corresponding to these amounts and allowable under the CBA because of waiver language negotiated by UFF and UWF-BOT.
- a $1,000 recurring base salary increase to eligible in-unit Instructors, Lecturers and Research Associates (who did not receive the $1,000 increase the previous year)

2024-2025

- 4% recurring merit increase to the base salary based on Dean's Overall rating of "Distinguished" for 2022-2023 evaluations.
- 3% recurring merit increase to the base salary based on Dean's Overall rating of "Excellent" for 2022-2023 evaluations.
- A corresponding one-time increase "bonus" was later distributed by the University corresponding to these amounts and allowable under the CBA because of waiver language negotiated by UFF and UWF-BOT.
- a $1,000 recurring base salary increase to eligible in-unit Instructors, Lecturers and Research Associates (who did not receive the $1,000 increase the previous year)

2023-2024

- $1,000 increase for faculty who would have received $1,000 over next three years.
- Addition of Post-Tenure Review CBA language
- Clarification that the University will not assert rights to instructional technology unless the University has commissioned or entered into a written agreement with the faculty member.
- 2.9% Cost-of-living raise
- Up to 4% merit raise based on Dean's Overall evaluation from 2021
- Increase Promotion Percentage to Senior Instructor, Lecturer, and Research Associate to 13% from 9%
- Salary inversion increases up to $6,000

2022-2023

- 3.0% Cost-of-Living Increase
- 2.9% Bonus
- Established 9% promotion increase to the ranks of Senior Instructor, Senior Lecturer, and Senior Research Associate with contractual commitment that if this percentage increases in the future, fac-

ulty who received 9% will be brought up to the current higher percentage increase when/if negotiated.
- Rollout schedule for the above positions agreed upon to beginning in the 2024-2025 academic year.

2021-2022

- $1,000 one-time bonus
- included an agreement between the parties that the university will negotiate during the negotiations in the ne re-opener the percentage increase and roll-out schedule for the forthcoming promotion structure to the ranks of Senior Instructor, Senior Lecturer, and Senior Research Associate.
- Increased the free graduate hours tuition benefit for dependents from 3hrs per semester to 6hrs per semester.
- Added the positions of Associate Clinical Professor and Clinical Professor to the 13% promotion percentage amount.
- Established $20,000 total in recurring funds to be available on an annual basis for additional tuition scholarship funds for faculty dependents.

2020-2021

- Expanded the Paid Parental Leave program so that faculty may now utilize the program twice in a faculty member's career rather than just once as was previously stated in the CBA.
- Introduced new voluntary mediation language in the grievance article.
- Introduced a new third sabbatical option into the contract for a full-year (fall and spring semester) sabbatical, two semesters at 2/3rd pay
- Permanently raised the age cap on phased retirement to 66 from 65
- Memorandum of Understanding addressing impacts of COVID-19
- Memorandum of Understanding temporarily expanding access to Phased Retirement
- Memorandum of Understanding establishing the positions of Senior Lecturer, Senior Instructor, and Senior Research Associate with PERC

2019-2020

- One-time $500 bonus.
- Inversion base salary increases up to $6,000.
- Cost-of-living increase in March 2020 equal to CPI-U, (1% min/ 2% max).
- A 2-year pilot tuition scholarship program for faculty dependents that is modeled on a similar, negotiated pilot program at FSU.
- An MOU stating that the university will petition PERC to establish the positions of Associate Clinical Professor and Clinical Professor.

2018-2019

- One-time 5% bonus ($1,500 min/ $4,000 max).
- Increased the Phased Retirement age cap from 63 to 65.
- 2% cost-of-living increase to base salary.
- 1% increase to Associate and Full Professors, Associate and University Librarians, Associate and Full Research Scholars/Scientists/Engineers, and Research Associates who previously received an Associate Professor, Associate University Librarian, Associate Research Scholar/Scientist/Engineer, or Research Associate promotion increase equal to or less than 9%.

2017-2018

- One-time 5% bonus ($1,500 min/ $4,000 max).
- 2% cost-of-living increase to base salary.
- 2% increase to Associate and Full Professors, Associate and University Librarians, Associate and Full Research Scholars/Scientists/Engineers, and Research Associates who previously received an Associate Professor, Associate University Librarian, Associate Research Scholar/Scientist/Engineer, or Research Associate promotion increase equal to or less than 9%.
- $1,000 increase on 8/8/18 to Instructors, Lecturers, and Research Associates who are eligible to participate in the multi-year contract program or have an existing multi-year contract and have at least three years experience as an in-unit Instructor, Lecturer, or Research Associate.

2016-2017

- 1.3% cost-of-living increase to base salary.
- Increase of Associate Professor, Associate University Librarian, Associate Research Scholar/Scientist/Engineer, and Research Associate promotion from 9% to 13%.

2015 – 2016

- 1.9% increase to base salary.
- Salary inversion increases up to $8,000.
- Reclaiming lost cost-of-living increases dating back to 2006.
- Implementation of paid parental leave.
- Implementation of optional early sick-leave buyout.

2014 – 2015

- One-time 1.9% bonus.
- 1.9% increase to base salary.
- The development and implementation of a Sustained Performance Evaluation system that includes scheduled performance evaluation and increases up to $6,000 to base salary for library and tenured faculty.
- A multi-year contract system for instructors, lecturers, and library faculty that includes increases of $1,000 to base salary for instructors and lecturers.
- Same-sex domestic partner benefits for in-unit faculty.