REPORT ON 2019 BARGAINING SURVEY

WHAT WOULD IMPROVE YOUR WORK LIFE?

UNITED FACULTY OF FLORIDA @ UF

UF WORKS BECAUSE WE DO

UFF-UF
What Matters to UF Faculty

One month ago, the United Faculty of Florida Bargaining Team asked you to take a brief survey about your top priorities as a University of Florida employee. We made this request to ensure the Bargaining Team reflects your concerns when we begin negotiating your new three-year contract in late March. Thanks to your responses, we now have a valuable trove of data. This dataset reflects the feedback of over 500 members of the UFF-UF bargaining unit, or roughly 30% of the unit’s 1,800 members.

Four Key Insights

The survey results provide four insights that we will take into negotiations.

First, survey-takers ranked compensation as their top bargaining priority; benefits as their second; and job security as their third. Not surprisingly, however, non-tenure track (NTT) respondents (who represent 35% of all survey-takers) ranked stronger job security as their top priority and better pay as their second.

Regular Raises and Equitable Pay

Second, the results indicate that survey takers prefer cost-of-living raises and equitable pay to other potential changes to their compensation package. While 27% of respondents favored either merit raises or increased pay for promotion, more than 53% of survey takers listed predictable annual raises or equal pay for equal work as the most meaningful potential change to their pay package.
**Family-Friendly Benefits**

Third, survey-takers articulated a strong desire for family-friendly benefits. In fact, 46% of respondents listed either paid family leave or subsidized childcare as the most meaningful potential change to their benefits package. In addition, 37% of respondents ranked cheaper, more-reliable parking as their top priority.

![Bar chart showing preferences for family-friendly benefits]

**Job Security for NTT Faculty**

Finally, the survey results suggest that stronger protections for non-tenure track faculty constitute the top job security priority for 53% of respondents. Among non-tenure track faculty, support for permanent status topped 89%. And even among tenured or tenure-track faculty, roughly 25% of respondents ranked permanent status for long-term NTT faculty as their top job security priority. 33% of all respondents, meanwhile, ranked stronger tenure protections as their top concern.

![Bar chart showing preferences for job security]

**What We’re Fighting For**

In light of these insights, the Bargaining Team is currently developing strategies to fight for the following demands:

**Pay and Compensation**

- A guaranteed cost-of-living raise
- Equity raises (to ensure long-time UF faculty are paid as much as recent hires and that women and minorities are paid as much as white men)
- A $50,000 salary minimum for all members of the bargaining unit
- Transparent guidelines and processes for determining merit raises
Benefits

• 16 weeks of paid family leave
• Generous childcare subsidies
• Cheaper, more-reliable parking

Job Security

• Longer-term contracts for junior NTT faculty
• Permanent status for senior NTT faculty
• Streamlined promotion guidelines specific to NTT faculty
• Stronger tenure protections

But while the Bargaining Team intends to enter negotiations well-prepared and ready to fight, we can only win these demands with your help! Please plan to attend as many bargaining sessions as you can – especially those involving topics near to your heart. And keep an eye out for a comprehensive bargaining scheduling, which should arrive in your inbox later this month.

With your membership, we can be even stronger.

Join the United Faculty of Florida.

get involved

For more information about UFF-UF or to join the faculty union, please visit uff-uf.org.

Bargaining: bargaining@uff-uf.org
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