

# **UFF-LSSC**

**United Faculty of Florida  
Lake-Sumter State College**

September 22, 2020

Dear District Board of Trustees,

As promised, the members of UFF-LSSC, the college's faculty union, are writing to provide you with a monthly update on the status of the college's union negotiations.

The Bargaining Team met with the administration twice since our last update – on August 21 and September 21. Much of this time was spent discussing the COVID Memorandum of Understanding as well as articles on Evaluations, Insurance, and proposed Grievance procedures. There was a tentative agreement on the COVID MOU for fall which will be presented to you in the near future (we were told in October), so progress has been made. This agreement will need ratification by our membership as well as the Board. In addition, we are pleased with your decision to allow bargaining virtually over, at least, the next couple of months based on the governor's executive order. This action will allow our membership and representation access to these crucial contract negotiations in safety. We appreciate your time and consideration on this matter.

Moving forwards, the plan is to continue bargaining with the goal of reaching agreements on articles related to benefits, academic freedom, grievance procedures, as well as tenure, rank, and promotion over the next month or two. Many of these areas have been discussed at the table over the course of these negotiations and only a few sticking points remain between us. We are hopeful for progress on these and the other outstanding articles as we have scheduled sessions through the end of this calendar year to make this happen.

We encourage you to recommend to the college administration that multiple negotiation sessions are held each month moving forward. Doing so will help both sides catch up due to the delays that were caused by the lack of negotiations spanning March to June. Having multiple negotiation meetings each month, even those that are short in duration, will also boost broader faculty morale, which is important to restore now more than ever due to the extra challenges presented by the pandemic.

Sincerely,

United Faculty of Florida  
Lake-Sumter State College Chapter  
<http://www.uff-lssc.org/>