

Is 1% too much?

As members of UFF, we are aware that joining the union takes a substantial financial commitment on the part of each member. We know that some employees have decided not to join for financial reasons. In this document we want to address these concerns by discussing

A. What UFF does for all of us.

- Our UFF bargained contract gives faculty a transparent process for their assignment of responsibilities and their annual evaluations.
- Our contract requires *due process* for discipline. For tenured faculty our contract requires *just cause*, specified in the contract to be incompetence or misconduct, for dismissal. How much would you pay an insurance company for such job security?
- UFF gained for faculty the opportunity for regular sabbaticals.
- Many times UFF successfully bargained to increase the raises received by faculty significantly above what was offered by the administration.
- This year the Florida Board of Education offered 0% raises. UFF refused this offer, declared impasse, and filed an unfair labor practice charge over the FBOE refusal to negotiate in good faith. You know the rest – a 2.5% across-the-board raise plus normal promotion raises.
- Earlier this year the UFF contract saved those making \$90,000/year and above from having their wages cut by the legislature. The legislature did cut salaries over \$90,000 for those state workers not covered by a collective bargaining contract.
- Membership brings \$1,000,000 in professional liability insurance – free.
- Membership affords two half-hour consultations with local law firms – free.

B. Why does UFF membership cost so much?

- How does UFF membership compare to other unions and professional associations? A rule of thumb often used here is two hours of pay per month. That's 24 hours pay relative to a working year of about 2000 hours. 24/2000 is 1.2% UFF dues are near the average of union and professional association dues nationwide.
- It takes deep pockets to protect faculty in the courts when their contract rights are violated. UFF has taken lawsuits on behalf of faculty all the way to the Florida Supreme Court and the U. S. Supreme Court, and won.

C. Why the actual cost of membership is not quite as high as it seems.

- For many or most faculty, UFF dues are ***tax-deductible***. In fact, at 1%, UFF dues alone provide half of the 2% expense level you need to qualify for an unreimbursed employee expense deduction. In effect, the tax deduction cuts the effective dues rate for many or most to well under 1%.

You can always try UFF membership for one year, ***just this year***. If you're not happy with UFF's value after a year, then stop paying dues. But become a member this year, when a stronger UFF Chapter is especially crucial to the protection of the rights of faculty and professional staff.