

1% is *not* too much!

As UFF members, we are well aware that joining UFF takes a financial commitment from each member. We know that some faculty have decided not to join for financial reasons. **But consider ...**

A. What UFF does

- Our UFF contract will protect academic freedom, tenure, and guarantee a system of shared governance.
- Our UFF contract will require a transparent and fair process for assignments and annual evaluations.
- Our UFF contract will require *due process* and *just cause* for discipline. For tenured faculty *just cause* means that incompetence or misconduct must be proved for dismissal. How much would you pay an insurance company for such job security?
- Membership brings \$1,000,000 in professional liability insurance, two half-hour consultations with local law firms, and other direct benefits – free.
- Membership means no added cost for grievance representation, including legal fees if necessary

B. The past is prologue -- a small sample of previous UFF accomplishments

- UFF gained regular sabbatical opportunities for faculty.
- Many times UFF successfully bargained raises significantly above what was offered.
- In 2002 the Florida Board of Education offered 0% raises. UFF rejected this offer, declared impasse, and filed an unfair labor practice charge over the FBOE's illegal refusal to negotiate in good faith. The final outcome: 2.5% across-the-board raises plus normal promotion raises.
- Also in 2002 the UFF contract saved those making \$90,000/year and above from having their raises capped by the legislature. The legislature did cap raises for those paid over \$90,000 but not covered by a collective bargaining contract.
- In 2003, UFF lobbied successfully for raises to offset health care cost increases.
- If UFF gains a 1% raise for you *just once* during your FSU career, your dues are *paid for life*, even before compounding!

C. Does UFF membership *really* cost “so much”?

- How does UFF membership compare to other unions and professional associations that provide bargaining and legal representation? A rule of thumb often cited 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 a bit lower than 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.
- The average FSU faculty member earns about \$69,000 annually according to FSU’s reports to federal education authorities. For the average FSU faculty member bi-weekly dues are about \$36.
- For many or most faculty, UFF dues are *tax-deductible*. In effect, the tax deduction cuts the effective dues rate for many faculty to well below 1%.
- Your UFF dues are an investment in your FSU career, not an expense.

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 faculty rights. Without membership support, there will be no UFF when we need it.