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REPLY TO: Tallahassee

June 2, 2005

*Rec'd
June 13, 2005
via fax from Steve W.
Steve rec'd via mail
on June 13.*

VIA UNITED STATES MAIL

Steven Weinberger, Esquire
Executive Director
United Faculty of Florida
118 North Monroe Street
Tallahassee, Florida 32301

RE: Florida State University

Dear Steve:

Initially, it is my impression that the respective bargaining teams for Florida State University ("FSU") and the United Faculty of Florida ("UFF") were able to work together in a cooperative manner and successfully resolve thirty (30) of the thirty-two (32) articles proposed for inclusion in the contract. It is also my understanding that the only unresolved topic areas are Article 23 (Wages) and Article 3 (Union Rights) and that the respective parties are continuing to make progress on Article 3. As a result, we are in essence, apart only on the wages. It is the time and patience employed throughout the approximately fifty (50) bargaining sessions that has allowed the parties to make significant progress. Hopefully, we can resolve the remaining issue without the time and expense of the impasse resolution process.

In light of the declaration of impasse by the UFF, I am providing this letter to reiterate our final proposal on wages:

2004-05

- a two percent 2% merit wage increase pool retroactive to the beginning contract date in August 2004 to eligible unit employees;
- a bonus of one-thousand dollars (\$1,000.00) per (full-time) unit employee provided on December 1, 2004, which equates to a one and sixty-four hundredths percent (1.64%) non-recurring payment;

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- the wage adjustments for promotion to the rank of Professor on base pay of nine percent (9%) to a rate of twelve percent (12%); and other promotions in rank will obtain a nine percent (9%) wage increase, the total of which equate to a forty-nine hundredths percent (49%) increase. This is retroactive to August, 2004.

2005-06

- a wage increase of three and six-tenths percent (3.6%) recurring to the base pay of all eligible unit employees effective August 2005;
- the wage adjustments for promotion to the rank of Professor on base pay of nine percent (9%) to a rate of twelve percent (12%); and other promotions in rank will obtain a nine percent (9%) wage increase. This is effective August, 2005.

2004-05 and 2005-06

- other appropriate wage adjustments or other compensable actions including the funding of endowed chairs, wage increases for additional duties and counter-offers;

As we have discussed, it is important to implement the 2004-05 two percent (2%) merit increase before the 2005-06 across-the-board increase is implemented. If this is not possible due to the timing of the impasse resolution process, we could lose the ability to implement the 2% percent merit increase on a retroactive basis to August of 2004, or be forced to attempt a recalculation of the 3.6% wage increase, which would present obvious difficulties.

We believe that this wage proposal will result in a contract that will benefit the faculty and reflect our need to act in a fiscally responsible manner. It is the intention of FSU to provide a fair wage increase that does not impair the funding required for educational programs, academic support services and our commitment to enhance our working environment. The wage proposal identified in this letter represents the University's last and best offer. I believe that this wage increase and the fiscal responsibility that it represents will benefit the entire FSU community. I look forward to your response.

Sincerely,


Michael Mattimore

MM/mbi