



**Board of Trustees  
Compensation and Labor Committee  
July 16, 2013  
Millican Hall 395E**

**MINUTES**

**CALL TO ORDER**

Chair John Sprouls, called the meeting to order at 9:45 a.m. Committee members Marcos Marchena and Ray Gilley were present; Olga Calvet and Michael Grindstaff attended via teleconference.

**NEW BUSINESS**

Discuss Board's authority at impasse

Youndy Cook, Deputy General Counsel, explained that the committee was requested to resolve only those disputed items presented by either party to the board.

**IMPASSE PRESENTATIONS AND DISCUSSION**


United Faculty of Florida and University of Central Florida

University of Central Florida and the United Faculty of Florida presented impasse resolution recommendations for Articles 3 (UFF Privileges), 8 (Assignments), and 23 (Salaries). The parties had mutually agreed to bypass the Special Magistrate procedure and submit the disputed issues at impasse directly to the Board of Trustees for resolution. Candi Churchill, Service Unit Director for the UFF, presented UFF's position. Michael Mattimore, counsel representing the University of Central Florida, presented arguments on behalf of the university. Each side was allotted equal time to present their positions regarding the articles in dispute.

The Committee determined, by unanimous vote of those present, to make the following recommendation to the Board of Trustees for resolution of the disputed issues at impasse: (1) adopt the version of Article 3 (UFF Privileges) proposed by the Administration, which removed release time for UFF representatives; (2) adopt the version of Article 8 (Assignments) proposed by the Administration which contained new language for study abroad programs, not requiring an annual report; additionally, refer the matter of summer appointments to the BOT Audit, Operations Review, Compliance, and Ethics Committee for its consideration; and (3) adopt the version of Article 23 (Salaries) proposed by the Administration. Note that each Administration proposed article, where applicable, also incorporated changes to existing language that had been agreed to by the UFF.

**CLOSING COMMENTS**

There being no further discussion, Chair Sprouls adjourned the meeting at 11:30 a.m.

Respectfully submitted:  September 9, 2013  
Mark A. Roberts  
Associate Vice President and  
Chief Human Resources Officer  
Date