

**Collective Bargaining Negotiation between the Florida Polytechnic University  
Board of Trustees and the United Faculty of Florida -  
Article 12 Salaries**

**September 16, 2026 at 1:00 PM ET**

Meetings will be fully remote and open to the public. Please contact [OGC@floridapoly.edu](mailto:OGC@floridapoly.edu) for assistance with ADA special accommodations.

Time: 1:01 PM – 1:18 PM

Format: Fully Remote (Microsoft Teams)

Attendees:

University (Board of Trustees):

- Katie Daniel – University Counsel (Facilitator)
- Eunice Alberson – EVP of Human Resources & Chief Human Resources Officer
- Dr. Michael Brilleslyper – Chair & Professor of Applied Mathematics
- Tina Bough - Paralegal

United Faculty of Florida (UFF):

- C. Wylie Lenz – Associate Professor of English; Bargaining Committee Chair
- James Dewey – Professor, DSBA
- Patrick Luck – History Professor; President, UFF Florida Poly Chapter

1. Call to Order

Katie Daniel called the meeting to order at 1:01 PM.

Fourth negotiation session regarding Article 12 (Salaries) of CBA

2. Legal & Procedural Framework

Same as last meeting.

### 3. Agenda Item: Formal Reopening of Article 12 – Salaries

#### Discussed Proposal Mechanics:

- UFF noted that proposals must be formally exchanged in meetings and requested formal contract redlines rather than high-level bulleted emails to clearly track changes
- Both sides discussed past procedural hurdles (such as tracking multiple conflicting drafts and color-coding changes) and agreed that having clear redline documents helps faculty and their legal counsel review exact terms

#### Conceptual vs. Redline Discussions:

- Dr. Michael Brilleslyper suggested that discussing broad conceptual numbers first—before drafting full redlines—could expedite negotiations
- The teams agreed on a blended approach: negotiating major salary figures conceptually while relying on precise contractual language for complex or structural terms

#### Professional Development (PD) Funds & Cost Center Placement

- Contract Placement (Article 14 vs. MOU):
  - The University's proposal placed salary terms under Article 12 and PD fund changes under Article 14
  - UFF suggested that one-time proposal could be handled via a Memorandum of Understanding (MOU), but emphasized that if PD funding permanently moves to its own dedicated rollover cost center, it should be codified in Article 14 by mutual agreement
- Cost Center Implementation:
  - University confirmed that moving PD funding to an individual cost center will occur regardless, ensuring faculty can directly track balances, expenditures, and deadlines

#### Salary Counter preparation

- UFF confirmed they can prepare and submit a formal counter-proposal on Article 12 (Salaries) for the next meeting without waiting on full University redlines
- The University will provide formal contract language detailing the rules and structure around the PD fund proposal

### 4. Next Steps & Tentative Agreements

- No tentative agreements were reached at this session, pending number reconciliation
- University will put together written proposal

- UFF will counter numbers before next week
- Additional bargaining sessions weekly previously scheduled
- The goal is to conclude the Article 12 reopener within 90 days, as specified in Article 26 of the CBA

## 5. Adjournment

No additional business was raised by either party. Katie Daniel adjourned the meeting at 1:18 PM.

Minutes prepared from session transcript. To access the full CBA and session agenda, visit:  
[floridapoly.edu/about/departments/general-counsel/collective-bargaining](http://floridapoly.edu/about/departments/general-counsel/collective-bargaining)