



January 26, 2009

**M E M O R A N D U M**

**TO:** District Board of Trustees

**FROM:** William D. Law, Jr., President

**SUBJECT:** United Faculty of Florida

---

Upon my return from the semester break I received a letter from the United Faculty of Florida, the higher education affiliate of the Florida Education Association and the AFL-CIO, requesting recognition as a collective bargaining agent for the faculty at Tallahassee Community College.

This notice is the first step in a highly defined process to determine if the faculty wish to be represented by a union as outlined in Florida Statutes.

We are at the stage governed by Sec. 447.307, Fl. Stat. The UFF proceeded under Sub. Sec. (1)(a) and requested that TCC voluntarily recognize the union. Recognition by TCC would require that the college be satisfied that the union has majority status and that the proposed unit is appropriate. If TCC refuses to voluntarily recognize the union, we move to Sub. Sec.(2). Once TCC has refused to recognize the union, the union may petition the Public Employees Relations Commission (PERC) for certification as the bargaining agent for the bargaining unit. The petition must be accompanied by dated statements signed by 30% or more of the employees in the proposed unit, stating that the employees want to be represented for collective bargaining by the union. PERC then investigates and if PERC has reasonable cause to believe the petition is sufficient it will set a hearing. If after the hearing PERC determines that the petition is sufficient, PERC will define the proposed bargaining unit and order an election by secret ballot.

Clearly, the establishment of a bargaining unit would signal a very major shift in the long-standing commitment to collegial shared governance that has served the college up to the present. My guidance now and during the ensuing procedural stages will be that the college commit itself to the careful adherence to the process, but that we absolutely require those wishing to effect such major change to demonstrate majority support for the change.

As a result, I am recommending today that the board not grant voluntary recognition of the United Faculty of Florida as a bargaining agent for the college's faculty.

Thank you.

STAFF RESOURCE: WILLIAM D. LAW, JR.

RECOMMENDED ACTION:

Not grant voluntary recognition of the United Faculty of Florida.