

# VALUE vs COST

OF UNIONIZATION OF DECERTIFICATION

**HB25 / SB 1036**  
FLORIDA STATE  
LEGISLATURE

will revoke the certification of any collective bargaining union with less than 50% dues-paying membership. The union would have to recertify within 30 days, a process that usually takes months or even a year. If passed, the legally-binding protections of our collective bargaining agreements and rights that faculty and academic professionals have built up over thirty years are at risk. 30 days could reverse 30 years of collective action!

FROM YOUR SALARY + 1% OF OTHER MEMBERS' SALARIES

**COLLECTIVE BARGAINING AGREEMENT**

- Pay raise negotiations
- Political representation at state and federal levels
- Representation in disciplinary meetings
- \$1M professional liability insurance

**PLUS!**

Tenure & Due Process  
Intellectual Property  
Academic Freedom  
Binding Arbitration  
Fair Evaluations  
Family Leave  
Layoff Rules  
Sabbatical  
A Voice

UFF + CERTIFICATION REVOKED

**UNENFORCEABLE BARGAINING CONTRACT**

- Unequal bargaining power with no legal contract
- No union rights for both Tenure Track & Non-Tenure Track faculty
- no due process protections in case of discipline
- no binding grievance process

**MINUS**

## WHAT YOU CAN DO:

- 1 JOIN UFF**  
And get involved.
- 2 TELL REPS TO VOTE NO!** Call: 855-235-2469
- 3 TALK** with your colleagues.