

**PUBLIC EMPLOYEE RELATIONS COMMISSION
IMPASSE RESOLUTION MEDIATION**

PERC CASE No. SM-2007-038

**BROWARD COMMUNITY COLLEGE,
BOARD OF TRUSTEES**

v.

UNITED FACULTY OF FLORIDA

**BROWARD COMMUNITY COLLEGE, BOARD OF TRUSTEES MEMORANDUM
OF LAW AND FACT IN SUPPORT OF DECEMBER 17 AND 19, 2007,
PRESENTATION AT IMPASSE HEARINGS**

I. Introduction & Background

Like most labor negotiations which reach impasse, the instant dispute between the United Faculty of Florida [hereinafter referred to as "UFF"] and Broward Community College [hereinafter "BCC" or "College"] stems from a fundamental disagreement over the best way to spend limited institutional resources. In the past, BCC has been responsive to the demands of UFF in order to avoid impasse, but this responsiveness has required considerable expense and even the postponement of longer range goals and initiatives called for in the College's Education Master Plan. In 2007-2008, the College, under the stewardship of President David Armstrong is attempting to set a course for a new vision of BCC which seeks, as an institutional priority, to actually fund initiatives identified in the Education Master Plan and to make long-needed adjustments for other employees. In doing so, however, the College has had to make tough decisions that impact the faculty in the short term, but will assist BCC with its growth and vision in the long term. Our aim in this Memorandum is to highlight BCC's arguments to show how the current budget has been crafted with these considerations in mind, while also pointing out

AGENDA ITEM V-D

MAR 12 2008

ENCLOSURE

