



# UNITED FACULTY OF FLORIDA

## Membership Form & Representation Policy

### Full-Time & Full-Time Temporary Faculty Only

**Support the Team that Defends Our Collective Bargaining Agreement**  
**Join YOUR UFF-Broward College Chapter TODAY!**

**UFF dues are 1% of your bi-monthly salary.**

#### Important Changes in United Faculty of Florida Grievance Representation Policy

We want to ensure that you make an informed decision at this time. At its September 2008 Senate meeting, the statewide United Faculty of Florida (UFF) revised its grievance representation policy in response to liability and legal concerns. **Effective immediately, UFF will not provide grievance representation to faculty who were not dues-paying UFF members at the time when the grievable incident occurred.** All faculty have the right to file an individual grievance, but those who were not dues-paying UFF members when the incident occurred must represent themselves or retain an attorney. UFF retains the sole and exclusive right to invoke arbitration; non-members will not automatically have the right to pursue a remedy beyond the grievance process. If UFF agrees to allow a non-member to proceed to arbitration, the non-member will be responsible for the cost of the arbitration – \$2000 to \$4000 – and must provide his or her own attorney, the cost of which can exceed \$20,000. If a non-member informs the chapter of an incident, UFF *may* file a grievance on behalf of the chapter if it is believed to have chapter-wide impact on the enforcement of the collective bargaining agreement; however, that is at the discretion of the chapter.

In addition to guaranteeing yourself free representation in any grievance and arbitration proceedings that you may need to initiate in the future, by becoming a UFF member you will:

- ✓ Strengthen the voice of faculty in negotiations;
- ✓ Support our lobbying efforts for better higher education funding and academic excellence;
- ✓ Receive professional protection by way of a free \$1 million professional liability policy;
- ✓ Obtain the right to vote in UFF elections and thereby influence UFF bargaining priorities;
- ✓ Gain access to a variety of “members only” workshops, events and services, including free life insurance policies and legal representation;
- ✓ Receive free professional publications and literature about national higher education issues.

**WARNING: You are NOT automatically a member of UFF. To join you MUST complete the steps below IN ORDER.**

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**STEP 1: COMPLETE, SIGN, & DATE THIS UFF MEMBERSHIP FORM**

Please **PRINT ALL** Information, Sign, and Date

Last Name, First Name, MI	Campus & Office Location (Campus/Bldg./Rm.)
Home Street Address	Office Phone <span style="float: right;">Department</span>
City <span style="float: right;">State Zip Code</span>	Broward College E-mail Address
<b>Private Non-Employer E-mail Address</b>	Cell Phone <span style="float: right;">Home Phone</span>

**Please enroll me immediately as a member of the United Faculty of Florida (FEA, NEA-AFT, AFL-CIO). I hereby authorize my employer to begin bi-monthly payroll deduction of United Faculty of Florida dues (1% of bi-monthly salary). This deduction authorization shall continue until revoked by me at any time upon 30 days written notice to the United Faculty of Florida and to BC’s payroll office using the Acknowledgement of Non-Representation Form.**

\_\_\_\_\_  
**Signature (required for application processing & payroll deduction authorization)** \_\_\_\_\_  
**Today’s Date**

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**STEP 2: COMPLETE YOUR BENEFITS ELECTION IN WORKDAY** – Log in to Workday and select the Benefits icon. In the Change options box select Benefits. Scroll down and select **United Faculty of Florida Dues** then enter the date of this signed Membership Form as the Benefit Event Date. Click **ELECT**, upload your fully completed and signed Membership Form as an attachment, then click **Submit**. Please note that it may take at least two pay periods for your UFF dues to be deducted from your paycheck.

**STEP 3: TURN IN YOUR FORM** – AFTER fully completing Steps 1 & 2 above, pony your fully completed and signed Membership Form to Anissa Smith, Central Campus, 08/120. Expect to receive a DO NOT REPLY email in Outlook directing you to go into Workday to complete this process.

***WE CAN DO TOGETHER WHAT YOU CANNOT DO ALONE!***

**UFF-BROWARD COLLEGE CHAPTER: WORKING TO RESTORE THE BALANCE**

Approved by the UFF-BC Chapter Executive Council on 05/09/19