

**FLORIDA POLYTECHNIC UNIVERSITY BOARD OF TRUSTEES (FPU-BOT)  
AND  
UNITED FACULTY OF FLORIDA (UFF)  
COLLECTIVE BARGAINING SESSION MINUTES  
2022 Collective Bargaining Reopener  
Meeting #3  
June 16, 2022 – 9:00 am  
WebEx Conference Call**

<b>ATTENDEES</b>	<b>HANDOUTS/PROPOSALS</b>
<b><u>FPU-BOT BARGAINING TEAM</u></b> Alex Landback and Dr. Shahram Taj	<b><u>FPU-BOT PROPOSALS</u></b>
<b><u>UFF BARGAINING TEAM</u></b> Dr. Patrick Luck and Dr. Wylie Lenz	<b><u>UFF PROPOSALS</u></b> <ul style="list-style-type: none"><li>• Article 12 Salaries (UFF-Florida Poly "A")</li><li>• Florida Polytechnic University Faculty Salaries PowerPoint</li></ul>
<b><u>TENTATIVE AGREEMENTS</u></b>	

Alex Landback called the Collective Bargaining meeting to order at 9:03 a.m.

The draft minutes for CBA meeting #2 were provided to the UFF Bargaining Team and were approved.

UFF Florida Poly presented Florida Polytechnic University Faculty Salaries PowerPoint.

UFF Florida Poly presented Articles 12 Salaries (UFF-Florida Poly "A").

FPU-BOT requested time to review presented changes.

Meeting adjourned at 9:19 a.m.

Meeting reconvened at 1 p.m. FPU\_BOT requested additional time.

Additional meeting date of Thursday, June 23, 2022 at 10 a.m. to be added to schedule.

Next meeting is:

Friday, June 17  
9:00 a.m.  
Webex dial in: 415-655-0001  
Access code: 2439 516 4243

Meeting adjourned at 1:08 p.m.

# Florida Polytechnic University Faculty Salaries

UFF – UFF-Florida Poly Bargaining Summer 2022

# Faculty Thoughts on Salaries

- Faculty have
  - Expressed concern that their salaries are not keeping up with inflation.
    - Even before the last year salaries had “fallen behind” at Poly.
  - Stated they will likely search for alternative employment should raises continue to stagnate.
  - Expressed concern that stagnating salaries will hurt both retention and recruitment.
  - Pointed out that we do not have the promise of tenure protections.
  - Pointed out that Florida Poly received a substantial budget increase from the state.
    - \$5.6 million increase from general revenue, a 17.6% increase
- At the end of the day, faculty believe that much larger increases are necessary.

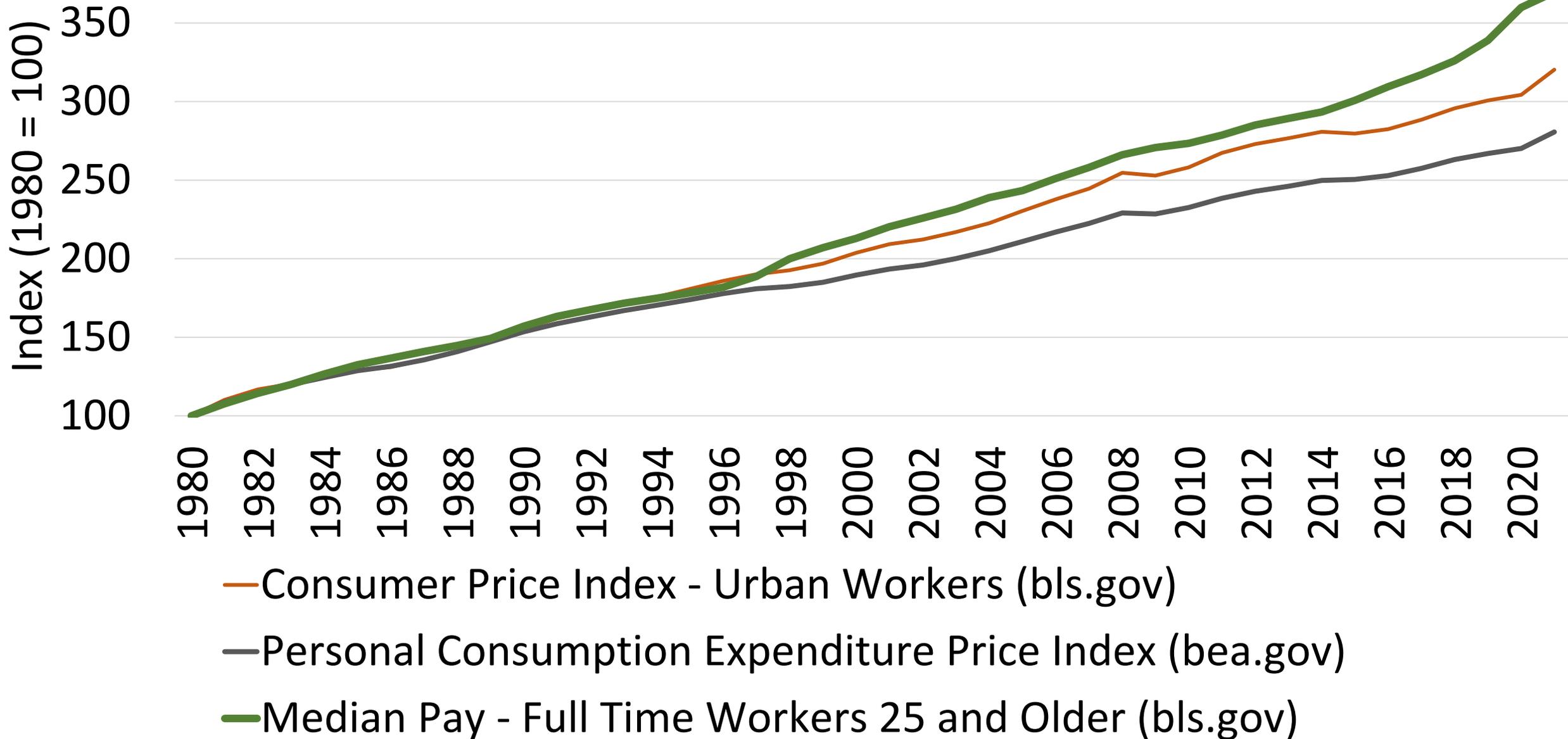
# Salary Proposal Principles

- Adjust fully for inflation
- Adjust partly for labor market increases over inflation
- *Any reasons this is not reasonable and fair?*
- Data readily available to implement these principles

# Inflation

- Real Salary = Purchasing Power
  - Declines over time due to price increases if salaries do not increase
- Two primary measures of inflation
  - Consumer Price Index
    - Source: US Bureau of Labor Statistics
  - Personal Consumption Expenditure Index
    - Source: National Income and Product Accounts, US Bureau of Economic Analysis

# Inflation and Pay in the US - 1980 to 2021



# The Labor Market Outpaces Inflation

- CPI may overstate inflation for technical reasons
- Economists think the PCEPI better reflects impact of inflation
- Typically, average pay outpaces median pay (large increases for a few stars increase the avg but not the median)

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## Average Annual Compound Growth Rates thru 2019 for Different Start Dates

Period	CPI	PCEPI	Pay	Pay/PCEPI
1980-2019	2.9	2.5	3.2	0.6
1990-2019	2.3	1.9	2.7	0.7
2000-2019	2.1	1.8	2.5	0.6

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# Implications for Competitive Pay

- Adjustment prior to 2021 was short of the mark
  - 2018 to 2021 median pay up  $100(265.5/245.1-1)\% = 8.3\%$
  - “Meets expectations” from 2018 to 2021 did not get an increase of 8.3%
  - **Faculty salaries have been effectively declining over the last four years**
- From 2021Q1 to 2022Q1 PCEPI up 6.3%
- Federal Reserve Median PCEPI Inflation Expectation
  - 2022: 4.3%      2023: 2.7%
- 2021Q1 to 2023Q1 Competitive Pay Increase is about
  - $100[(1.063)(1.04)(1.006)-1]\% = 11.2\%$

# Proposal

- Raises to adjust to reflect inflation and market increase
  - Unit members employed by Florida Polytechnic as of September 1, 2021 will receive an 11.2% salary increase.
  - Unit members employed by Florida Polytechnic after August 16, 2021 but before January 15, 2022 will receive a 5.6% salary increase.