

## **Understanding “In-Unit” vs. “Out-of-Unit”, Unions and Collective Bargaining at USF**

Every job at USF is classified as either “in-unit” (part of a “bargaining unit” and therefore covered by a Collective Bargaining Agreement or CBA) or “out-of-unit” (not covered by a CBA). USF has five (5) unions which represent all employees in jobs classified as in-unit and therefore covered by a CBA.

**The terms and conditions of a CBA apply to every employee whose job is classified in-unit, regardless of whether or not that employee is a dues-paying member of the union.**

A “bargaining unit” includes all employees in jobs classified as in-unit by the CBA negotiated between the University’s Board of Trustees and each union. The CBA is a contract which lays out certain terms and conditions of employment for in-unit employees.

USF has five employee unions certified by [PERC](#) the Public Employees Relations Commission of Florida. The unions are certified to represent employees at USF who are part of a bargaining unit.

When USF was a part of the State, the union contracts were negotiated at a State level and applied to all SUS universities. USF started devolution from the State in 2001. USF employees had an opportunity to vote on whether or not they wanted to continue to be represented by the unions in negotiations with the University. USF employees voted to keep the unions.

The bargaining units at USF consist of:

- **Faculty employees** (Click [here](#) to view in-unit job codes) –most (but not all) faculty jobs at USF are classified as in the bargaining unit, or “in-unit” and are represented by UFF, the United Faculty of Florida.
- **Staff employees** (Click [here](#) to view AFSCME in-unit job codes)– most (but not all) Staff jobs at USF are classified as in-unit and therefore represented by AFSCME, the American Federation of State, County and Municipal Employees.
- **Law Enforcement Officers (LEO)** – all LEO’s (University Policy) in job codes 8515, 8517, 8519 and 8541 are classified as in-unit and therefore represented by PBA, the Police Benevolent Association. (Click here to view the PBA CBA.
- **Graduate Assistants (GA)** – all GA’s in job codes 9181, 9182, 9183, 9184, 9185 and 9550 are classified as in-unit and therefore represented by GAU, the UFF/Graduate Assistants United. (Refer to section 1.1 of the GAU CBA)
- **Service Employees (SEIU)** - Service Employees International Union

Administration, Executive, and Temporary/OPS positions, as well as Staff positions that have been designated as “confidential” or “managerial” by PERC at USF, are not covered by an Collective Bargaining Agreement.

All job codes currently classified as in-unit are listed in Appendix A of the respective CBA (GAU job codes are in Article 1.1). Access the current CBA’s posted on HR’s Collective Bargaining and Labor Relations website. Each union is listed. Select the Agreement or Ratified Contract to review Appendix A.