

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**