



September 5, 2024

**TO:** THE DISTRICT BOARD OF TRUSTEES OF VALENCIA COLLEGE

**FROM:** DR. KATHLEEN PLINSKE  
President


**RE:** UNION STATUS UPDATE AND PART-TIME FACULTY/INSTRUCTOR SALARY RATE ADJUSTMENT

In January 2023, the District Board of Trustees approved the first collective bargaining agreement (CBA) between Valencia College and the Service Employees International Union (SEIU) Florida Public Services Union which recognized SEIU as the exclusive collective bargaining representative for Valencia's part-time teaching faculty and part-time instructors. This CBA expired in January 2024, and the parties maintained the status quo pending negotiations. Valencia College and SEIU reopened negotiations for a second CBA in September 2023, with the last bargaining session held on April 22, 2024. No second agreement was ever reached, and SEIU did not seek any further negotiations after this date.

On April 23, 2024, as required by state law, SEIU filed an application to renew its registration with the Florida Public Employees Relations Commission (PERC). The information provided to PERC by SEIU reflected that of the 1,449 Valencia employees eligible for representation, only 19 employees (1.3%) actually paid dues - well below the 60% (for Valencia, 870 employees) required by law. Based on this information, SEIU was required to file a recertification petition with PERC for the unit within thirty days of the date its renewal application was filed. SEIU failed to file the recertification petition. On July 29, 2024, PERC issued the Final Order Revoking Certification 1998 For Failing To Petition For Recertification, thus formally revoking SEIU's certification to be recognized as the exclusive collective bargaining representative for Valencia's part-time teaching faculty and part-time instructors. SEIU had 30 days to appeal the revocation and opted not to so. Accordingly, the CBA is of no further force and effect, the SEIU no longer represents our part-time faculty and part-time instructors, and the College can now engage with part-time faculty and instructors in the same way as all other college employees.

**RECOMMENDED ACTION:**

The President recommends that the District Board of Trustees of Valencia College approve the provision of a 2.25% salary rate increase for part-time teaching faculty and part-time instructors, effective Fall 2024, in alignment with the Board-approved standard salary rate increase already provided to other Valencia College employees.

  
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President