

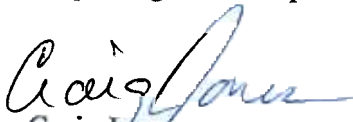
Joint Statement about Interest-Based Bargaining  
March 12, 2008

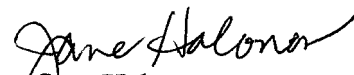
The University of West Florida and the University of West Florida Chapter of the United Faculty of Florida are very pleased to announce that we are attempting a new approach to the bargaining process. The local chapter of the United Faculty of Florida approached the University of West Florida administration with a request to consider interest-based bargaining for our negotiation for the next contract. The UWF administration was also interested in using this approach. Team members for both sides have participated in training on the interest-based approach, and the two sides have agreed to a trial period.

Interest-based bargaining is an approach to negotiating in which both sides identify interests and concerns. Once the teams have agreed to consider an issue, the issue is discussed in a collaborative manner and information is freely shared. When interest-based bargaining is successful, both parties gain a greater understanding of the other's needs and "win-win" types of solutions are more likely. Both the University administration and the United Faculty of Florida agree that interest-based bargaining seems more appropriate than traditional bargaining in a University setting.

We encourage visitors to come to a bargaining session to observe the process in action. Please recognize, however, that we are experimenting with this process. It may be that we find the process is not effective or that we will address some issues in an interest-based fashion and others using the traditional bargaining approach.

We have high hopes, however, for very positive outcomes from interest-based bargaining. We are pleased to begin our journey using this new approach.

  
Craig Jones  
UFF Chief Negotiator

  
Jane Halonen  
UWF Chief Negotiator

***Mission of UWF-UFF Collective Bargaining***

*We will negotiate the terms and conditions of employment of members of the bargaining unit to promote the quality and effectiveness of education at the University of West Florida. We commit to engaging in a process that is collegial and productive to meet the needs of the university and faculty.*