

**UFF-FGCU EXECUTIVE COMMITTEE MEETING MINUTES**  
**APRIL 21, 2017, Seidler Hall 402**  
**11:00 AM- 1:00 PM**

Attending:

Win Everham	Co-President elect UFF Senator- by position	CAS	MES
Morgan T. Paine	Co-president elect UFF Senator (elected) FEA Delegate	CAS	Art
Senthil (BeeJay) Girimurugan	Vice-President-elect UFF Senator	CAS	Math
Talal El-Hefnawy	Treasurer-elect	CAS	Bio
Nora Demers	Secretary-elect UFF Senator	CAS	Bio
Rachel Cooke	Membership chair	Library	
Patrick Niner	Bargaining Chair UFF-Senator	CAS	Language & Lit
Jaffar Ali Shahul-Hameed	UFF Senator FEA Delegate	CAS	Math
John Griffis	FEA Delegate	CAS	MES
Judy Wilkerson	UFF Senator	COE	
Scott Michael		CAS	Bio

Unable to attend

David Steckler	Grievance chair	CAS	Justice studies
Danielle Rosenthal	Website manager	Library	
Carolynne Gischel	FEA Delegate	COE	
Sue Henshon	Alternate UFF Senator	CAS	Language & Lit
Jason Bahr	Vice-President	CAS	Music

Meeting called to order about 11:05 AM

An agenda the the [UFF-FGCU By-laws](#) were distributed.

I. **Executive committee:**

- a. **Membership:** Since immediate past UFF-FGCU President Elizabeth Elliot sent a note (April 14<sup>th</sup>) immediately after the 2017 UFF-FGCU election of officers notifying the membership that she was stepping down effective immediately, and the current VP is unable to assume the duties of President, there was a motion by Jaffar, and a seconded by BeeJay to appoint the recently elected officers to begin serving their term effective immediately. After discussion there was a vote which passed unanimously with one abstention. *Notification should be sent to FGCU Administration and UFF-State informing them of this.*

- b. **Communications Chair:** Rachel provided explanation that Danielle has agreed to be website manager, but is not interested in being communications chair. This position remains open.
  - c. **Chapter meetings next year:**
    - i. **Minutes:** We discussed having more regular meetings of the executive committee, and membership meetings, and providing all minutes to the membership in a timely manner. After discussion, and consultation of the minutes we are in agreement that the secretary will compose minutes of the executive committee meetings, share them with the committee via their non-FGCU e-mail and ask for any corrections or modifications to be received within 72 hours of the distribution. If desired by the committee, some portions of the executive committee minutes may be redacted, but then the minutes will be shared with the membership, as will chapter meeting minutes.
    - ii. **Meetings:** With time running short, we postponed trying to schedule future meetings, but plan to meet again in May as an executive committee.
- II. **UFF-FGCU interactions with BOT**
- i. CBA allows interaction with the BOT, but has seldom done so. Since the BOT is an active participant in our administration, it seems like a good idea to take advantage of this right. Morgan contacted Susan Evans asking about process to proceed. She suggested that they contact the BOT Chairperson, herself and the administrative assistant asking for time on the agenda. The committee agrees that regular communication with the BOT from the UFF-FGCU may be a good idea. Morgan will be asking for time at the next BOT meeting to introduce themselves as co-Presidents. It may be that they end up being a permanent agenda item as the Staff Advisory Council currently does.
- III. **Pre-promotion update:** Since last year, the Collective Bargaining Agreement requires a pre-promotion process, and the Faculty Performance Evaluation Document required the units to have a process. Currently, the Lutgert College of Business, College of Education and Library HAVE a pre-promotion process and College of Arts & Sciences, Whitaker College of Engineering and Marieb College of Health and Human Services DO NOT. We discussed the implications of this for the Union and what or how the Union should be involved, if at all. We decided that the role of the UFF-FGCU was to try to facilitate communication among the units, share the processes that were adopted with the units that have not yet adopted one, and encourage the units that do not yet have a process to get one in place so that one will not be imposed on them. We think that since the CBA and FPED are in alignment that our job is done, other than perhaps helping individual faculty find work-arounds if their unit fails to get criteria adopted before Oct 1, the date at which folks need to have done a pre-promotion.

IV. **Bargaining Update:**

- a. This is an "off-year" and the only articles that must be opened were Article 23 & 24 (Salary and Benefits). Each side is allowed to open 2 other articles. Bargaining started about 2 weeks ago with a meeting at which UFF reopened Article 17 (Leaves). Even though at the beginning of the meeting management said they did not intend to open any articles, they responded by opening Article 8 & 9 (appointments and responsibilities)-this is where summer pay resides. The team agreed not to meet again until after the semester ends, at which time they anticipate weekly meetings. Management said they wanted to deal with Article 23 & 24 immediately. We requested salary information from HR to be made available before the next meeting.
- b. Patrick Niner (Bargaining chair) will be providing regular updates of the meetings. Current members of the team are Patrick Niner, Shawn Keller, Win Everham, and Morgan T. Paine. Jaffar and Scott both are expressing interest in joining the team.
- c. We encourage ALL members to attend bargaining sessions as observers to better strengthen the Union, and observe the dynamic. If folks want to become part of the bargaining team or observe the bargaining meeting they should contact Patrick for orientation and planning.

V. **New business:**

- a. Grievances: there are rumblings of problems that may result in grievance(s) soon.
- b. Social chair- suggestion was made to have the Presidents contact Carolynne Gischel to see if she would be willing to take up being chair of Social duties of the chapter that she had done so well in prior years. She would have the support of Jaffar, who did an amazing job with the first ever UFF-FUN night this past February.

Meeting adjourned 12:30  
Submitted by Nora Demers