



Minutes

UFF-FGCU Executive Committee meeting

27 August 2021/ 1:00-3:00

Zoom

Call to order

Attending: Patrick Niner, Carolynne Gischel, John Griffis, Serge Thomas, Judy Wilkerson, Patti Kirk, Fernando Gonzalez, Puspa Adhikari, Traci Mays, Erik Insko, Morgan Paine, and Elizabeth Johnson. Absent Jaffar and Tammy Sadighi who will review recording and take minutes.

I. UFF Website Update (Kate Quinton)

- a. Tour of new website- site will be designed on wordpress which will be convenient and accessible by EC, to make changes/updates as needed.
- b. Same domain: <http://www.uff.fgcu.org>.
- c. Any questions or recommendations please send email to Kate at uff.fgcupr@gmail.com.

II. Standing Reports

- a. President's report (Patrick and Carolynne) see grievance and bargaining
- b. Treasurer's report (Elizabeth)

Ending balance for year 2020-2021 is \$51,122.20.

Starting balance for 2021-2022 is \$51,122.20 and after expected Expenses, the end of year balance will be \$25,743.58. This accounts for 22 new faculty who received the "3 for free" incentive.

Gischell recommended raising the number of new faculty to 35 who may request the "3 for free" incentive. This was agreed by EC members and the final ending balance after expenses for 2021-2022 will be \$23,738.58.

Wilkerson recommended a budget expense line to examine the possibility of raises. Niner stated this has not been successful in the past during the bargaining process. However, Niner said this recommendation can be placed on a future agenda to be discussed.

Niner motioned to approve the UFF-FGCU budget 2021-2022. The motion was seconded by Griffis. All members voted yes, and treasurer's budget was approved. Minutes will be sent to treasurer to be filed at the state level.

- c. Bargaining (Patrick Niner)

- i. Teams working on three-year salary plan under Article 23
 - ii. UFF proposal CPI + x% each year
 - iii. Management proposal
 - Overall percentage increase over 3 years (4%)
 - Increase promotion raise for Professor and Instructor 3 to 15%
 - Funding for additional Excellence Awards
 - **UFF-FGCU finds merit in both raise structures and is preparing a counteroffer integrating feedback from our membership.**
 - Next meeting 8/30/21.
 - iv. Compression and Inversion Study

Data has been received and the dashboard salary information is presently in the office of Human Resources. An email has been sent to Dr. Barringer and the Director of Human Resources, but a response has not been received and a follow up call will be made.
 - v. UFF and management have agreed to extend the requirement that routine faculty, department and service meetings have a mandatory virtual option for participants to choose if desired through fall, 2021. If Deans/Directors are not complying, please contact Patrick Niner.
- d. Grievance (Carolynne Gischel)
- i. Continued evaluation of FPED appeal for one faculty. Faculty received an unsatisfactory on evaluation which has ended with a PIP. A meeting occurred with supervisor and Dr. Barringer. The evaluation was revised but overall result was still unsatisfactory.
 - ii. One other faculty member is presently on a PIP.
 - iii. An informal resolution progressed to a formal grievance from OIEC. Due to some concerns in the report, the Dean wrote a letter of reprimand that was placed in the faculties file as disciplinary action. UFF-FGCU filed informal resolution pertaining to Article 16.1 on progressive discipline. The University violated this article by not instituting coaching and progressive discipline. This informal resolution has now progressed to formal grievance and could lead to arbitration. The State of UFF has been notified.
 - iv. Outside investigation regarding a faculty complaint against administration for gender discrimination. The complaint states the OIEC did not handle the investigation appropriately and outside investigation is warranted. This is not a grievance and will await

report.

Unit Clarification Petition

- vi. 6/21 Dr. Mitch Cordova notified Academic Advisors they would be reclassified into “new student success counselor” positions.
 - vii. 7/21 UFF-FGCU met with administration regarding Dr. Cordova’s announcement. Administration changed plans and stated they would not reclassify current advisors. However, going forward FGCU will no longer fill vacant Academic Advisor positions, but instead replace those positions with new counselor positions.
 - viii. 8/21 first student success counselor position posted. UFF attorney has filed a Unit Clarification.
 - ix. Same job responsibilities posted for student success counselor as academic advisors.
 - x. Meeting 8/30 at 5 pm with attorney via zoom.
- e. Membership
- Erik Insko, Membership Chair, recruited 22 new faculty to UFF-FGCU chapter. We are currently at 60% membership which is the highest in the SUS.Carolynn thanked Eric for his outstanding work on the membership numbers.

III. Campus Safety Discussion

UFF State Office press release 8/11/21 on safe working/learning conditions. UFF President Andrew Gothard released statement to Governor DeSantis to require universal indoor masking.

Public Records Request 8/23/21 from UFF State Office

“Any and all communications between Governor DeSantis or his office or staff and the Office of the President and any past or present member of the Board of Trustees or its office or staff”.

- **The wearing of masks by students and/or employees while on the campus.**
- **Vaccinations against the SARS Cov-2 virus by students and/or employees.**
- **Course modifications to be used in delivering instruction to students.**

On 8/27/21, judge ruled against Governor DeSantis in favor of parents based on School District Bill of Rights. Not sure how this effects universities and state colleges.

Wilkerson recommended UFF-FGCU should request plexiglass in front of all podiums

for faculty safety and require 6 feet distancing from students. This will be added for discussion in future agenda. John Griffis recommended the possibility of changing modality of courses to hybrid to allow for needed flexibility if warranted. Any other recommendations on safety please contact Niner/Gischel.

IV. Other Business

- a. HB 233 Viewpoint Discrimination
Email sent from UFF-State Office on 8/4/21 to all members.
- b. UFF-FGCU executive committee will meet every other Friday from 1:30-3:30

V. Next meeting: September 10 1:00-3:00

VI. Adjournment: 3:30 pm

Faculty success IS Student success.

STRONGER TOGETHER