

UFF Executive Committee Meeting

Tuesday, August 8, 2017

Arts Complex 106

Attending: Win Everham, Morgan T Paine, Scott Michael, Patrick Niner, Elizabeth Johnson, Danielle Rosenthal, Nora Demers, Monica Renard, David Steckler, Carolynne Gischel, BeeJay Girimurugan, Judy Wilkerson, Jaffar Shahul-Hameed

- I. Bargaining Update
 - a. Report from Bargaining Chair-Patrick Niner- updated team about bargaining similar to what was shared with membership yesterday. Bargaining continues this week with meetings Thursday and Friday. We are well below average salary of the rest of the SUS, and don't have tenure. We discussed for some time the different outcomes of bargaining including overload pay discrepancies and inequities, and summer compensation. We hope to conclude bargaining soon. Not sure whether that will be the case, or if impasse is in our future. UFF does not plan to call impasse.
 - b. CBA Ratification Vote- Morgan and Win met with former President Beth Elliot about how to conduct a ratification vote. It will be 2 days of tabling and delivering ballots to mailboxes. We need to ratify even if there are no changes. We may be asking for help soon to accomplish this.
- II. Grievance update
 - a. Report from Grievance Chair (David Steckler)-David has been Grievance chair for last 5 years. He usually does not take his course release. There has been no grievance or arbitration in that time. He and Beth presented about this with the Provost at a national conference this past semester. Part of this success is because there is a permanent University representative of administration in this grievance/arbitration/informal resolution process (rather than the person changing annually). Another part of the success has been to separate the faculty member from the chairperson with whom they are having conflict and place them in a different situation/department until more information about disputes in problems are more visible to others than the currently aggrieved. A state committee decides from among potential cases which potential grievances, if any, will go to arbitration. That process is complex and the likelihood of any individual's grievance will be heard by the state is diminished. David's point is that it is to our benefit to try to continue with this status of no grievances and achieving success in the informal resolution process. We need a Grievance co-chair.
 - b. UFF representation of non-members- UFF-State will not support a non-member for grievance if they were not a member at the time a problem began. Our practice has been asking if they are a member of the Union before discussing, and providing a membership form and CBA for them if they are not members. Note we are potentially responsible (legally) for any advice we provide. Do we want to codify this in the by-laws? We have consensus and will clarify that *this chapter will not represent non-Union members due to limited resources and potential legal implications*. In conversations with colleagues we should all encourage folks that want representation or support to join the Union.
- III. Union meeting with Dr. Martin-ran out of time
 - a. Report from Co-Presidents
 - i. Plans for Fall Consultation with President Martin-Our Co-President's are asking for consultation to discuss summer, uncompensated teaching and overload compensation (for teaching). We discussed who would attend the consultation

meeting, and who may want to participate in labor and management meetings if they are restarted. Suggestions for who to attend include the grievance chair, the bargaining chair and VP. We suggested that the participants be there based on representing an appropriate based on interests in fulfilling the mission and vision of the Union and FGCU, rather than personal interest. We also think that having a similar number of people on the Union side as the administration has makes sense.

IV. Chapter Issues

- a. Treasurer- Bee Jay will go to the bank with Elizabeth Johnson (new Treasurer) to transfer the account.
- b. Communications
 - i. Packets for new faculty- Win will provide these, if he gets them at the New faculty Orientation next week.
 - ii. Social event- **Meet and greet for all faculty (and their families) tentatively set for next Wednesday August 16th, 4 PM. Sugden Resort and Hospitality Bldg lobby.** Carolynne will work with Jaffar and BeeJay.
- c. By-laws revisions- ask you to review the by-laws and bring any proposed language to our next meeting. The by-laws can be found at this link:
<http://www.uff-fgcu.org/UFF%20Chapter%20By-Lawsapproved%2003112009.pdf>
- d. Chapter and executive committee meetings- when and how was discussed. We will plan and share proposals via e-mail.

V. UFF Course release request- continued

- a. Summer
- b. Next year

VI. New business

- a. Elizabeth Johnson assuming role for treasurer by unanimous approval of the executive committee.
- b. Scott Michael was nominated and voted in as new bargaining chair for the upcoming year (full book) by unanimous approval of the executive committee.
- c. Suggestions for survey items for faculty this fall- what kind of work have you done for FGCU (this summer) while off- contract? What do you do that is uncompensated or unassigned (that has helped us meet the performance metrics).
- d. Full chapter meeting- late September, socials-perhaps November at Buckingham, and February on Campus. Carolynne has offered to help with planning these meetings and social events.

Meet adjourned 1 PM

Notes submitted by Nora Demers