



UFF Chapter meeting March 25th 2019
CC 247 11:00- 1 PM
Meeting Minutes

Attendance was by sign-in. Faculty from 5 units attended the meeting. Approximately 30 persons attended (CAS, COE, LCOB, Lib, Marieb)

UFF-FGCU Chapter Building Stewards met with Lauren Byers FEA State via conference call before the chapter meeting- Thanks Carolynne!

Call to order 11:05 Win Everham

1. Lauren Byers FEA comments:

- a. **Wear RED on Wednesdays** -- Education committees meet on Wednesday's
- b. [HB 839](#) ([follow its progress at the link](#)) This is Raymond Rodriguez bill requiring a survey of all at SUS regarding our political leanings. It now has a companion bill! [SB1296](#) "Requiring the Board of Governors to report on the intellectual freedom and viewpoint diversity at each state university"
 - i. Consider calling your legislators, write Letter to the Editors in local papers and other acts of Civil obedience.
- c. Organize chapter public action for **Higher Ed Day April 10th**.
 - i. What we DON'T do matters too. Have a phone bank party, hold signs, write press releases and op eds
- d. Support the [FEA FUND OUR FUTURES CAMPAIGN](#). Lauren will be giving us pins we can wear.

Please contact Lauren directly lauren.byers@floridaea.org if you would like assistance in organizing an action!

- e. Contact you National legislators at <https://www.govtrack.us/congress/members/FL#representatives>
- f. UFF State webpage <http://www.unitedfacultyofflorida.org/>

2. Presidents report:

This is Win's last meeting as President.

- a. In the last 2 years he's excited about moving toward an Executive Committee that "gives him cover".
 - He thinks it's a good way to run a chapter.
 - He is excited about Carolynne's leadership on Grievance, and Building Stewards. He is very excited about the informal resolution process now being implemented.
 - Most excited about how Erik Insko brought the chapter to >50% density for the first time in our history.
 - One of our biggest challenges is in the chair persons training and their awareness of the CBA. There have already been several talks with Provost Llorens and others about how to improve the situation with workshops.



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- Fill out the Evaluation of Chairs and Deans you got an e-mail for. Even though you might be afraid of retaliation, and that there is no place to write comments. Contact your [FGCU Senate Faculty Affairs Team](#) member to try to get next year's survey better.
- b. Chapter Elections slate and timing. EC will meet next week. A ballot and biographies should be coming out soon. We have until Apr 15 to report to state.
- c. PERC Update- Still waiting to hear about Hearing examiner new date, or any progress on proposed mediation.
 - a. Printing the CBA: We have help off printing the latest version of the CBA until the Advisor Status with PERC is decided. We told admin we would be willing to help print the CBA if there was acknowledgement of the in-limbo status of the Academic Advisors. There are bound copies of the older version or, you can access the Administration's version of the [2018-2021 CBA Final Signed Copy \(New\)](#) (all mention of "advisors" struck)
Or the [UFF-FGCU 2021 CBA version \(tracked changes](#) to show improvements) that was adopted by vote of the membership.
- 3. Treasurer's report: *Elizabeth*: we are keeping \$20 K in disputes reserve. Also budgeting for marketing study, SWAG, meetings, and UFF-FUN which we'll try to do every-OTHER year (2020 looking for volunteers to help organize this family event routinely held in Spring (Thanks Jaffar). We're running almost flat- returning all monies to union matters and membership.
- 4. Bargaining: *Scott*
 - a. We received 139 responses to the survey. He is happy to make it available. There is much agreement among respondents that priority is for adequate compensation, family leave, having faculty involved in grade changes.
 - b. The survey also showed we needed to communicate better about our successes since many of the things desired were just ratified in the last CBA including:
 - i. a strategy to address *uncompensated teaching* (each unit will decide themselves) Serge Thomas, Chair of the CAS CGT was present and shared what CAS did and offered to share the work with other units.
 - ii. *studies* for Market, Gender, and Compression and Inversion are all now required routinely (4 years?). The first should be done in August and is underway with the Labor and Management Committee.



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- c. Members presented expressed bargaining topics including getting travel funds into the CBA, concerns about too much decentralization could lead to inequity, the joke that is the FAR. So many of our duties are “below the line” and the hour calculating process is not consistent across units.
5. Building Stewards and Grievance Committee: *Carolynne*
- a. The committee meets about every two weeks to improve our communication role. Themes persist: Supervisors could use better education, as do faculty. We need to educate faculty on our rights and how to properly respond if you feel blindsided about an evaluation issue, which may lead us to be reactive and scrambling. So, know your [Weingarten rights](#), and if you are not a UFF Member, your [Garrity Rights](#). Read new language in Article 16.

16.1 Coaching. Progressive Discipline. Both parties endorse the principle of progressive discipline as applied to professionals.

- A. Coaching must take place to discuss issue(s) of concern. Coaching and must include guidance for correction and an opportunity to correct.
- B. If previous verbal discussion is not effective, a Letter of Coaching which identifies issues of concern, includes guidance for correction, and opportunity to correct, will be provided to the employee. Prior to issuing a Letter of Coaching, there must be documented evidence that a previous verbal Coaching discussion occurred which addressed the area(s) of concern and included guidance for correction.
- C. A Letter of Coaching is a required step before proceeding to disciplinary action. The Letter of Coaching will not be placed in the employee’s personnel file.
- D. No provision of this article prevents the University from taking immediate disciplinary action for just cause.

16.2 Progressive Discipline. Both parties endorse the principle of progressive discipline as applied to professionals (Oral Reprimand, Written Reprimand, Suspension, Dismissal). See Appendix I.



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- i. Stewards and EC has business cards with Weingarten rights and contact information you can keep in your wallet. Evaluations are coming! Pay attention.
 - ii. Provost Llorens has formed a “Conflict Resolution Taskforce” that has met several times to address these problems and we believe morale will continue to improve.
 - iii. We talked about Chairs, whether they should be hired from outside, as continues to be discussed, and the fact that better compensation would probably make more internal candidates being willing to take on the task. (take one for the team”).
- b. DWF rates are NOT appropriate evaluation criteria and the Administration agrees with us. **Classes** have DWF rates, not faculty. Evaluators and faculty should be working through established PDP and Annual report process to work toward continuous improvement. We need to change the monikor.
 - c. Retaliation Test Website. If you feel there is any issue link to Title IX, contact Precious Gunter AND Carolynne.

Good of the order:

Win: Stepped forward as union leader. Now he’s looking forward to next year

We have to be able to document issues in order to enforce the CBA.

Pick up you Tumblers and pins

Meeting adjourned, 1:00 PM

Respectfully submitted, Nora Egan Demers