



MINUTES

UFF-FGCU Executive Committee meeting
Feb 24, 2020 / MH 203A / 1:00 pm – 3:00 pm

Attending: Patrick Niner (Co-President), Judy Wilkerson (Senator and FEA delegate), Jaffar Ali Shahul Hameed (Senator, UFF State VP, FEA delegate and FEA Governance Board Member), Carolynne Gischel (Grievance), BeeJay (VP), Tammy Sudghue (Alternate Senator), Anner Harner (Senator), Win Everham (FEA delegate) Elizabeth Johnson (Treasurer), Erik Insko (membership), Nora Demers (Secretary).

Agenda agreed to

1. Officer updates:

a. Bargaining (via Patrick as Scott is out ill):

- i. **UFF/FEA Bargaining conference will be March 21-22 in Orlando.** The following members expressed their plan to attend: Patrick, Scott, Jaffar, Carolynne, Judy, and Anne. Carolynne asked that the people attending reserve time to debrief and plan how to maximize success during the full-book bargaining that will occur next year. They agreed to get together the evening of the 21st and during lunch for this purpose.
- ii. **C&I update:** The current idea is to ask for just the C&I (not linking it to the Market study that we also need to do). Anne heard from the consulting Ernst and Young and told them to contact Tony and Scott to continue the planning. There is also a chance that the University will contract with BeeJay (our VP and Assoc Professor of Statistics at FGCU) to work with Tony Barringer's contact on this ongoing effort. Scott will follow up with Tony B.
- iii. **Meetings:** No new bargaining meetings are scheduled yet. Tony asked to meet with Scott and Patrick about setting an agenda for the bargaining. Patrick said he preferred that the team meet in its entirety to plan.

b. Grievance: (Carolynne)

- i. The UFF attorney sent a letter to FGCU lawyer notifying them that state statute does not allow an immediate stay of the advisor's decision, and therefore, that FGCU was in violation of state law. Our attorney asked the University to comply with state law. Even so, our attorney's advice is for the advisors to not be insubordinate as they continue their years in limbo between staff and faculty status. The UFF Attorney's also suggested we document all of the goings-on, and consider filing grievances as appropriate.
- ii. Last Wednesday some UFF-FGCU Executive leaders met with Union members and UFF Staff membership chair Lauren during a building steward meeting. At that meeting they decided to print postcards affirming the importance of advisors in FGCU matters and urging that the PERC ruling be complied with. The draft postcards (which will be mailed to the FGCU Board of Trustees) was shared. Any additional suggestions were to be sent to Lauren, and Erik who will be taking the lead in getting the postcards printed (see Treasurer report for budget aspect). The plan is to have these postcards delivered to the BOT members in time for their April 14th Trustee meeting.
- iii. Last Friday UFF-FGCU EC leadership met with several additional advisors to speak about the issue. They said the limbo was a terrible drain on morale, mental and physical health. Additional at least 4 advisors have left employment with FGCU expressly due to these legal issues.



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- iv. Subsequent to the letter from UFF-FGCU attorney's, FGCU's attorney filed a *motion for stay* (would prevent the advisors from going back in unit until after the appeal was heard) that is going before PERC (who ruled against them on all matters). An email about the letter (from our lawyers) was already shared with the Advisors. Patrick will revise that original email to include the FGCU request for stay, and will send to the membership. BeeJay will be uploading the files to the UFF-FGCU.org website. Carolynne said it was very a very interesting document and urges everyone to read it.
 - v. UFF-FGCU will use every legal pathway we can to push the FGCU administration into compliance with state law.
 - vi. Scott and Patrick will continue to document via email and other means these issues so there can be no question that the FGCU UFF Chapter is doing everything we can to encourage admin to follow the law.
- c. **Membership** (Erik).
- i. We need only 3 more members to reach 60% UFF-FGCU membership density. There have been 15 membership renewal or new membership applications from Advisors. Those applications will be sent to HR today.
 - ii. Erik also replied to an FGCU faculty member who disagreed with the 1% of salary Union dues. Erik replied with an eloquent explanation about why it was equitable, and also well worth the cost. Erik also assured this faculty member that he would bring the concern to the Executive committee. Anne mentioned that at the state meeting last month several other chapters also asked that this dues-paying process be reconsidered because they felt it may encourage more of the higher-paid faculty to decide to join the chapter. Jaffar explained (and Nora concurred) that this has been discussed for many years, and there has been no interest by UFF-state to change things. It will likely come up again at future UFF-State meetings.
 - iii. The "Three for free" promotion is in effect until Feb 29th. Erik will send out notice again.
- d. **Budget and accounting:**
- i. (Elizabeth) We remain solvent but are slightly over projected budget lines.
 - ii. There was a motion by Erik, and seconded by Win to allocate \$500 for the postcard printing and mailing (Item 1.b.2). Motion passed unanimously. This will be taken from the dispute reserve (and can be paid back when we get our next membership reimbursement allocation).
 - iii. There was a motion by Nora, seconded by Anne to allocate \$160 to purchase and deliver flowers to express our gratitude to the 4 of the advisors who have been active in the legal proceeding protecting our rights defined in the CBA during this Unfair labor practice lawsuit that has been ongoing for nearly 2 years now. Motion passed unanimously. Nora offered to do this and will get flowers to Mary Swanson, Julie Alter-Kay, Olivia Hung, and Beth Nehamkin.
 - iv. Some members asked for the reimbursement forms for travel to state to be sent around again. Jaffar volunteered to do that.



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2. Other business:

- a. UFF-FGCU Diversity officer bylaws:(Jaffar) Jaffar reminded us that he already shared draft proposed bylaws changes to create a diversity officer position with the membership and that we could commence that vote at any time. Patrick motioned, which was seconded by Jaffar to include this proposed change to the by-laws at the upcoming chapter election. Motion passed unanimously.
- b. Jaffar also informed us that HB1, requiring each chapter to renew their membership each year is again being considered by Florida legislators. He urges us all to contact our legislators and express our discontent with this silliness.
- c. We discussed that we would like our Presidents to try to do better at communicating to the membership so we can show we are doing our best to take care of the needs of our members.
- d. **PR contractor update (Carolynne)** Carolynne said she had obtained a sample contract and would share it with the EC ASAP so we can get this person working soon. Motion by Carolynne, seconded by Nora to have the EC review and approve the contract by email. Hopefully this can occur in time to put out some social media about the issues addressed in these minutes and this weekend's community-building Spring training outing (Feb 29th Twins vs Pirates). Speaking of which, Anne and Carolynne have those tickets ready for pickup as they emailed to the people who asked for tickets.
- e. Judy (by phone) – brought up again her concern that we are hiring "clinical faculty" when no such position exists in the CBA (Appendix A). Patrick said that Provost Llorens has been informed about this and was asked to address more than once already. Patrick thinks this is best addressed at bargaining. The CBA needs to add that designation, but the actual job descriptions will need to be in the University wide Faculty Performance Evaluation Document (FPED).

There was no further business and the EC meeting was adjourned.

Upcoming meetings:

Monday Mar 9th 1:00-3:00 PM MH 203A

Monday Mar 23th 1:00-3:00 PM MH 203A

Monday April 6th 1:00-3:00 PM MH 203A

Respectfully submitted, Nora Demers