

UFF-FGCU Executive Committee

Meeting Minutes

February 25, 2019

Opening

The regular meeting of the UFF-FGCU Chapter Executive Committee was called to order at 11:00 am on February 25, 2019, at Merwin 203A by Win Everham.

Present

Richard Coughlin (Senator), Win Everham (President), Senthil B Girmurugan (Vice President, Senator), Carolynne Gischel (Grievance Chair), John Griffis Jr. (FEA Delegate), Erik Insko (Membership Chair), Elizabeth Johnson (Treasurer), Scott Michael (Bargaining Chair), Patrick Niner (Senator), Jaffar Ali Shahul-Hammed (Senator, FEA Delegate), and Judy Wilkerson (Senator).

Approval of Agenda

The agenda was unanimously approved as distributed.

Approval of Minutes

The minutes of the previous UFF-FGCU Executive Committee meeting were unanimously approved by those present at the meeting.

Open Issues

President's Report

- Upcoming chapter elections were the first topic of conversation at the meeting.
- Patrick self-nominated to be the vice president. Jaffar proposed the model of co-presidents be continued for the purposes of effective representation. Carolynne suggested that she might consider being the President in the future but not this year. Patrick nominated Scott Michael to be the President.
- There was no consultation with the President Martin in Fall. It was suggested that it would be better if we maintain our policy in the CBA and adhere to having consultation this semester. It was also suggested that a consultation with the president should happen after the PERC hearing. However, it may lead to the possibility that there will be no consultation given the circumstances. If a consultation does happen, there should be no discussion about bargaining and the PERC hearing. The committee, excluding Jaffar, were okay with consulting with the president before the PERC hearing. If there aren't any pressing matters that needs to be addressed immediately consultation should be probably delayed.
- An out of unit faculty was brought in unit and moved directly to the rank of full professor. This resulted in an informal discussion with the UFF. UFF President met with the Provost to get clarification on the matter. It seems that there was no CBA violation in the process, however, it was suggested that FPED has guidelines for such procedures and they have been ignored for over a decade. The decision to bring the faculty member in-unit was done without faculty oversight and solely determined by the Dean.

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Treasurer report (Elizabeth Johnson):

- Elizabeth reached out to Ali Bustamante about market analysis. He had quoted \$11,000 for a 2-year analysis. It would cost \$1000 for every additional year. For instance, a 5-year analysis would cost \$14,000. He had inquired if the administration would be willing to release the data. If not, a formal process will be required.
- The quote is higher than what we had budgeted for this purpose. Judy wanted to know if the study should include indirect costs and could we exclude them from the analysis which could possibly reduce the quoted amount. However, it was suggested that indirect costs have to be included to get a clear picture about finances at the institution.
- The cost for the analysis would depend on how the data is delivered (paper vs electronic) and the specific type of requested information. A public records request (detailed and specific) may be an option to get the data after making a case directly to the administration.
- The committee suggested that we ask the consultant about the specific factors that should be requested for analysis from the administration.
- Jaffar made a motion that the budgeted amount should be increased to \$15,000. The EC agreed with the motion. Elizabeth will do a follow up with the consultant as well as reevaluate the budget.
- Budget update: \$36,000 left in the bank. \$20,000 of that amount has been allocated and reserved for dispute resolutions.

Grievance report (Carolynne Gischel):

- Faculty from the College of Health Professions have some concerns regarding their employment which require them to be on campus from 8:00 AM to 4:00 PM. The concern was brought up informally.
- Carolynne and Win met with the Provost. Provost informed that he will talk to the Dean of the college to get more information on the matter
- This case indicates a possible CBA violation(s) and if the matter is not resolved, it could potentially lead to a grievance. It seems to be the case that the practice has been ongoing and inconsistent. It was suggested that we should file a chapter grievance instead of an informal resolution. Currently, an informal approach is ongoing at the request of the faculty who raised the concern. The EC decided that the outcome of the information resolution would be shared with the membership.
- Carolynne met with building stewards, and Erik made a video on membership recruitment.

Bargaining Report (Scott Michael)

- Initial bargaining committee met 2/13/2019 (3:00 PM – 4:00 PM) in Marieb Conference Room.
- First bargaining meeting is scheduled for February 28, 2019 between 2:30 and 3:30 PM.
- The bargaining team on the administration's sides include: Tony B, Tanya B, Joan G, Lois C, Pam B, David V.
- Future bargaining meetings will happen on Wednesdays or Thursdays.

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- Survey was delayed intentionally, and will be sent to the membership on February 26, 2019.

Labor and Management (BeeJay)

BeeJay communicated with Tony Barringer to schedule an appointment which would help the L&M team organize its Spring committee meeting. As of today, neither Maz or BeeJay have received word from Tony. BeeJay will contact Tony again to schedule an appointment.

Good of the Order

Jaffar was nominated for the Vice President position of State-UFF. Members are requested to pay attention to the arrival of the ballot via postal mail and vote.

Adjournment

Meeting was adjourned at 1:10 pm. The next UFF-FGCU Chapter Executive Committee Meeting has been tentatively scheduled for March 11, 2019.