



UFF –FGCU EXECUTIVE COMMITTEE MEETING

MINUTES

Monday, January 14, 2019 WH 227

11:00AM -1 PM

Call to Order: 11:10 AM

Attending: Win Everham (Prez), Elizabeth Johnson (treasurer), Patrick Niner (Senator), Judy Wilkerson (FEA delegate), Nora Demers (Secretary), John Griffis (Senator and FEA), Senthil Balaji -BeeJay (VP), Scott Michael (Bargaining Chair), Carolynne Gischel (Grievance Chair), Rich Coughlin (Senator)

Reports:

Advisors (being taken out of the bargaining unit) situation:

- The hearing has been set for Feb 27th 9 AM in EH 209. Please RSVP if you plan to attend. See also information note sent to all UFF members by Win Everham on January 17th (and posted to the [UFF-FGCU website collective bargaining page here](#)).
- Win expressed his desire to try to meet with FCCU Administration to discuss a contingency plan in the event that the PERC ruling finds in favor of the UFF. The EC overwhelmingly rejected the idea based on the prior actions of the Admin being unwilling to discuss these matters with us.

President's report (Win Everham):

- **BOT presentation (Jan 8, 2019):** Upon his review of the agenda, Win noted that we are now among the cheapest among the SUS. He remarked to the trustees that less money spent is not always better for education.
- **Salary adjustments:** The CBA (Article 4.3.a) gives us the right to be told what salary adjustments have been made. Upon clarification of this request Provost Llorens provided details on base pay salary adjustments for 6 faculty members (from the World Class Faculty fund). There were 6 recipients, 5 male, all from one college with amounts ranging from about \$5000 (about 9% of the total, to the female) up to \$25,000). We have since requested an explanation on why they were given (as allowed in the CBA).
- **Raises for instructor III** (remaining issue from bargained raises). This was a continuation of a procedural clean-up of implementation of the new CBA. We hope that these newly promoted Instructor III's will soon be getting a letter from HR and their earned raises. Many thanks to Patrick Niner for his leadership in following up with this issue. Win is frustrated that it has taken so long.
- **2019-2020 Leadership: (upcoming election):** Win would like to discuss who wants to be officers for the 2019-2020 year at our next meeting. We also need to discuss Fall 2019 course releases.

Treasurer report: (Elizabeth Johnson)

- We shared the budget, which we are keeping to.
- Nora needs to follow-up on ordering SWAG (shirts) and a banner.
- **Consultant to review FGCU budget:** Elizabeth forwarded a note from a faculty member at FIU. Nora made a motion, seconded by BeeJay to commence negotiations with this faculty member (Ali Bustamante) to do a study of the FGCU budget. Bustamante estimates it will take 3-6 months. The motion passed without dissent. Elizabeth will follow up and report on the details of what we will be asking for.

Grievance and CBA updates: (Carolynne Gischel):

Pathways to Conflict Resolution

- The first "Pathways to Conflict Resolution" meeting (requested by UFF and called by the Provost) was held Monday, January 7 (see below for list of invitees). A request was made and discussion followed for a "flow chart" or something similar to be produced that would guide those in knowing who to contact in specific situations.
- Also, concerns were expressed (by UFF) that individuals are sometimes harassed and not treated with respect during conflict, specifically after a faculty member submits a Request for Informal Resolution (CBA Article 20) and while that process plays out. The discussion included much diversity of opinion on whether an issue even exists related to respectful treatment, with two admin expressing they don't think there is a problem.



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- The meeting ended with agreement to come back to the table with recommendations on how we could ensure respectful interactions during conflict resolution at FGCU. The UFF Grievance Chair requests input from the EC and membership on recommendations. Some suggestions include: training for department chairs/supervisors on how to properly implement new process described in Article 16; training for department chairs/supervisors on how to negotiate conflict in a respectful manner; reestablishing the “mediator” process formerly in place at FGCU; connecting with and supporting the grass roots movement on community of respect initiated by Officer Green; process for swift intervention and possibly reassigning a supervisor to faculty member (at least temporarily) and/or preventing contact by current supervisor should that faculty member report feeling harassed and bullied.
- The next meeting is scheduled for February 11 at 1:00.

Potential Grievance

- A faculty member has been named in a lawsuit related to work performed under the service component. In consultation with the FGCU attorney’s office, the faculty member was told the University would not provide legal representation. Discussion with faculty member on how to proceed continues (details to be shared verbally).

Process/Procedure for Establishing Ongoing Grievance Committee Membership

- A UFF member has requested to join the Grievance Committee. As the committee is still fairly new, the Grievance Chair seeks input from the Executive Committee on how to proceed and establishing guidelines for future membership of committee.
 - Patrick suggests that the chair could devise a suggested protocol that would start with identifying the needs of the committee and qualifications desired of members.

Bargaining update (Scott Michael):

- Scott has a survey ready to share with all faculty. He will send it out this week, and will provide results to the EC in two weeks.
- There are 2 more faculty who would like to join the bargaining team.
 - He would like the UFF EC to come up with a strategy to decide on bargaining team members.
 - We suggested (as with the grievance team) that he identify the needs of the committee and desired qualifications of the team. Will discuss further at the Jan 28th UFF EC meeting.
- He anticipates bargaining to start in February.

Labor and Management: continued to next meeting

Membership: Erik absent, continued to next meeting.

- **UFF-FUN:** need to get an update from Jaffar.

Upcoming meetings:

- Next UFF-EC meeting Jan 28th 2019 11-1 *
 - *note meeting with Provost Llorens is Jan 28th 11-12.
 - Who can attend? Agenda items?
- State UFF meeting Feb 15-17 FGCU Union members planning to attend: Judy, BeeJay, Patrick, Win, Nora, Rich, and Jaffar.
- Future EC meetings will be held in MH 203A on Jan 28, Feb 11, Feb 25, Mar 11, Mar 25, Apr 8 Apr 22. One of these dates will likely become a Chapter meeting with election.
- We also need to plan a Spring social



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Good of the order:

- In order to have better UFF-FGCU EC meetings we're going to try an agenda with times identified for each agenda item starting Jan 28th 2019.
- Please send reports to the secretary in advance of the meeting if possible.

FGCU Day in Tally Feb 6th