

UFF-FGCU Executive committee (EC) Meeting Minutes

Jan 22, 2018 10:30-1:00

SH 402

Call to order: by Win Everham at 10:33 (We started the meeting at 10:30 since several committee members had class at 11:30 so we jumped around a bit).

Present: Morgan T & Win Everham (co-Prez's, Senator), Senthil B Girmungan (VP, Senator), Nora Demers (Sec, Senator), Rachel Cooke (Membership), Elizabeth Johnson (Treasurer), Monika Renard (Bargaining team, Grievance team), Carolynne Gischel (Grievance and social), Scott Michael (Bargaining Chair), John Griffis (FEA rep) Judy Wilkerson (FEA rep), Jaffar Ali Shahul-Hameed (Fea, UFF Senator)

1. President's report (Win and Morgan):

- a. For information: There were a few portfolios that were submitted after the deadline. Dr Tony Barringer reached out to Win and Morgan to discuss options. In discussion they decided that Tony will inform those faculty that since they had missed the deadline, they would not be considered for promotion this year, but that the portfolio they submitted could be reviewed this year and count for the pre-promotion review so they would not have to wait 2 years to go up for promotion. One other faculty who wrote a letter of intent, but did not submit their portfolio will be contacted and given the same opportunity. Win and Morgan felt some concern that this conversation and decision occurred without engaging the EC, but felt the need to be nimble. They remain committed to informing and engaging the entire EC.
- b. For information: The FGCU Prez's (Everham, Martin, Paine and MacDonald) are working toward some additional support for professional development. Stay tuned.

2. Bargaining update (Scott Michael)

- a. Last week we met for the first time this year and made several changes to the language in article 2 (consultation). See bargaining minutes for those details. Scroll down on this page: <https://www2.fgcu.edu/Provost/collectivebargaining.html>
- b. This week our meeting is Thursday Jan 25 1:30 in AC 153 (Painting studio). Neither Nora nor Patrick can attend. They will look again at scheduling to see if we can find a time the whole team can attend, but if not, there are other ways to participate.
- c. Scott will be providing timely bargaining updates to the membership as we proceed.
- d. If any member has a concern of a matter of the [Collective Bargaining Agreement](#), please consult the Article and offer precise language changes (or conceptual) to Scott.

3. Grievance Report (team):

- a. By acclaim Carolynne Gischel has agreed to be our Grievance chair. She has already had some training and conversation with David Steckler. Ideally we'd like to have a Grievance team, with members from each College. Monika Renard volunteered to be on the grievance team (LCOB).
- b. Morgan will contact Tony Barringer and schedule a meeting for introductions of Carolynne and Monika (and whomever else joins the team) in the near future.
- c. There is still some confusion and fluidity with conflict resolution at FGCU. Where does mediation fit it? What about the EEO office instead of informal resolution for grievance. All need clarified for the faculty as a whole.

4. Treasurer report (Elizabeth Johnson):

- a. The budget is on track as we approved.
- b. The reimbursement checks for 3 (months) for free will go out this week.
- c. Elizabeth asked for who was going to Feb Senate for planning purposes: BJ, Win, Nora, Carolynne, Jaffar, Judy.
- d. Carolynne asked and received permission to plan and order for events as per the approved budget without further clearance.
- e. UFF-FUN- The co-Prez's will be inviting Provost Llorens to co-sponsor the event (Sat. March 17, 2018 5-8 PM library lawn. (RSVP to Jaffar). So far there are 12 RSVP's for 60 attendees!

5. Membership Rachel Cooke):

- a. We currently have 207 members (2 out of unit that are remaining as members. Rachel will send around again a list of FGCU faculty and their membership status sortable by member status and department. Rachel will be stepping down from Membership Chair in August 2018. She intends to remain active and believes she can do more when not membership Chair. Erik Insko has expressed interest in becoming chair.

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6. Spring 2018 meetings scheduled for SH 402:

- February 14 10:30-1
- March 17, 2018 UFF-FUN 4:30-end Library Lawn planning will be underway soon under the Leadership of Jaffar.
- March 19 10:30-1
- April 18 10:30-1
- Chapter meeting March TBD 3-5 PM

7. New business:

- a. Jaffar was appointed to serve on the UFF Special election Committee and then elected as the co-chair for the Special election committee. (The President of the UFF, Elizabeth Davenport, just accepted a job out of state, so we are going to need a special election).
- b. We discussed the new policy code of ethics and conduct and felt the need to inform President to President the need to bargain such policies. See copy of forwarded e-mail note Win sent to Prez. Martin and below on this note.
- c. We discussed next year's officer slate. So far the following folks are willing to continue: Win and Morgan (co-Prez's), BeeJay (VP), Elizabeth (Treasurer), Nora (Secretary). FEA: John Griffis and Carolynne G UFF Senators: BeeJay, Nora, Jaffar, Win, Morgan, John G.
- d. John G brought in two beautiful membership awards from FEA. The Platinum award will be provided to the current membership chair for their office.
- e. Win and Morgan, Carolynne, and Nora will be meeting with Provost Llorens Tuesday Feb 6 at 3:30 PM. to discuss:

General introductions, Labor & Management process, Grievances and informal resolution commitment, Pre-promotion process (maybe), Invite to co-sponsor UFF-FUN. Jaffar reminds us to invite Mike Martin also!

From: Everham, Dr. Win

Sent: Tuesday, January 23, 2018 6:56 PM

To: Martin, Mike <mvmartin@fgcu.edu>

Cc: McDonald, Mike <mmcdonal@fgcu.edu>; Paine, Morgan <mpaine@fgcu.edu>; Chados, Stacey <schados@fgcu.edu>; Demers, Dr. Nora <ndemers@fgcu.edu>

Subject: Conduct and ethics codes

Mike:

Thank you for pulling the draft codes of conduct and ethics from the last BOT agenda. We appreciate your good will and approach to shared governance.

At our last meeting, the FGCU-UFF Executive Committee charged us with reaching out to you regarding this issue. The CBA Article 31.3 includes: "If the University concludes that new or revised regulations or policies are needed, they shall develop such regulations or policies as applicable and shall provide the UFF-FGCU, upon their written request, with the ability to consult about the regulations or policies prior to their adoption." Please consider this email as the required written request. We understand that the code is under review through the Faculty Senate. As revisions are made, we would like to be provided a revised copy and the opportunity to consult, either through the Article 2 Consultation process, or perhaps more appropriately as an agenda item on our next Executive Committee meeting in February.

Win Everham and Morgan Paine
FGCU UFF Co-Presidents 2017-2018

PS We hope Tallahassee is going well!

Finally, if you have read this far, please add your non-FGCU e-mail and contact info to this google doc:

<https://docs.google.com/spreadsheets/d/1lnqwQSSf1BDjzgdP2o5JtFMiXZAHMEbrvZmKo0hrsNQ/edit?usp=sharing>

Respectfully submitted

Nora Egan Demers

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Secretary, UFF-FGCU