



UFF Executive Committee (EC)
MINUTES
Monday January 28, 2019 MH 295
11 AM – 1PM

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), Jaffar Ali Shahul Hameed (Senator), Erik Insko (Membership)

Standing Reports:

1. President (Win):
 - a. Provost Llorens meeting is rescheduled until Feb 4th. Items for discussion include helping get better training for supervisors, and whether FGCU General Counsel has any duty to represent faculty who may be sued in doing something as part of their work.
 - b. Discussion about Leadership for 2019-2020.
 - i. President: BeeJay is considering. Would like either an active VP or a Co-Prez
 - ii. VP:
 - iii. Treasurer: Elizabeth is willing to continue
 - iv. Secretary: Nora is willing to continue
 - v. Grievance: Carolynne is willing to continue (appointed)
 - vi. Bargaining: Patrick is willing (appointed)
 - vii. Membership: Erik is willing to continue.
 - viii. Senators: Prez, Carolynne, Nora, Jaffar, Rich,
 - ix. FEA: John Griffis, Judy Wilkerson
 - c. Course releases: We have 5. Previously Co-Pre (2), Grievance (1), Membership (1), Secretary (1), Summer Bargaining (1).
 - d. PERC status update: The hearing is scheduled for Feb 27th 9 AM Edwards Hall room 309. Win would like us to discuss contingency planning at an upcoming meeting.
2. Grievance (Carolynne):
 - a. Win and Carolynne attended a Chairs meeting where they showed and discussed the changes to Article 16. It seemed that many chairs were unaware of the changes. Conversations are continuing with Tony Barringer about a joint strategy to help train Chairs.
 - b. Clarification needed as to whether UFF should be present if a non-UFF Faculty member is called to a meeting with their supervisor, that they think may result in disciplinary action. Carolynne's understanding (from UFF-State, Moates) is that we can be there to be sure there is no violations to the CBA. He suggests that expectation is clearly documented. Win will ask at the state meeting about these details on level and type of representation.
 - c. Building Stewards: Carolynne asks that they keep their eyes open, and get word out on changes to Article 16.
 - d. Updates on 4 situations. 2 are advisors. It is difficult for everyone since they are living on two planets. We consider them in-unit, and the Administration considers them out of unit. We continue to proceed as in unit and try to keep with deadlines to maintain their rights, depending on the outcome of the PERC ruling.
 - e. There is a Grievance committee meeting this week.
 - f. Nora asked for the webpages to be updated with Grievance and building steward details.



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- g. Discussion about criteria for membership to team. EC suggested the Team propose some criteria that we can consider as an EC, and perhaps add to the by-laws, upon adoption by the membership.
- 3. Membership: no new members since last update.
- 4. Treasurer:
 - a. HR consultant update: Elizabeth is still waiting to hear back from the person who expressed willingness to investigate budget.
 - b. Banner, polo shirts- Nora has made no progress. John G said he was willing to help.
- 5. Bargaining (Scott):
 - a. Scott is meeting with Tony this afternoon.
 - b. The survey should be going out soon.
 - c. Discussion about criteria for membership to team. EC suggested the Team propose some criteria that we can consider as an EC, and perhaps add to the by-laws, upon adoption by the membership
- 6. Labor and Management (BeeJay):
 - a. The committee met Dec 13th about the various equity studies. They discussed the prior studies, and possibly doing this next one in house. The membership voted to have an external entity conduct the stud(ies). They have to meet again to decide how to initiate
 - b. EC is OK with this decision and agrees to have L&M continue with the process.

New Business:

College with no name (CNN): It sounds as if this change will go into effect the fall of 2019, however, there is no clear understanding of what is underway. Concerns involve:

- a. Online masters programs being contracted by **Academic Partners** is supposed to start in the fall.
 - a. This could lead to accreditation concerns.
 - b. Apparently FIU also has a contract with this entity.
- b. Pay for summer is not clear.
- c. How does this affect intellectual property?

Win and Scott agreed to ask Tony about this at their meeting this afternoon.

Old Business:

- 1. Social events:
 - a. UFF-FUN (Jaffar): Feb 23rd is only date lawn is available, and he has many competing service obligations with UFF-State. He will look into March dates. Several on the EC are willing to help. Erik mentioned that Momentum Brewery downtown Fort Myers has a family fun room that may be possible for a venue.
- 2. By-Laws: Changes may be coming, albeit not a priority at this time.
- 3. * State UFF meeting Feb 15-17 FGCU Union members planning to attend: Judy, BeeJay, Patrick, Win, Nora, Rich, and Jaffar.
- 4. Future EC meetings will be held in MH 203A on Feb 11, Feb 25, Mar 11, Mar 25, Apr 8 Apr 22. One of these dates will likely become a Chapter meeting with election.
- 5. We also need to plan a Spring social

Good of the order: meeting adjourned. Respectfully submitted: Nora Demers, Secretary.