

UFF-FGCU Executive Committee

Meeting Minutes

March 01, 2017

Opening

The regular meeting of the UFF-FGCU Chapter Executive Committee was called to order at 8:30 am on March 01, 2017 at the Family Resource Center by Elizabeth M. Elliott. The meeting began with a special thanks to Senator Jaffar Ali Shahul-Hameed for his efforts in making UFF-FUN on February 25, 2017 a tremendous success. In addition, Senator Senthil B Girimurugan was thanked for his efforts, and Senator Nora Demers was thanked for suggesting UFF-FUN during one of our past meetings.

Present

Nora Demers (Senator), Elizabeth Elliott (President, Senator, FEA Delegate), Senthil B Girimurugan (Secretary, Senator, FEA Delegate), Patrick Niner (Senator), Jaffar Ali Shahul-Hameed (Senator), Morgan Paine (FEA Delegate), David Strickler (Grievance Chair), Danielle Rosenthal (Communication Chair), Rachel Cooke (Membership Chair), and Win Everham (Guest).

Absent

Dorothy Rhea (Senator), Judy Wilkerson (Senator), Jason Bahr (Vice President), and Shaun Keller (FEA Delegate).

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 as edited via email.

Open Issues

- **Membership report (Rachel Cooke):**
 - Membership has remained stable at 46.24%. There are 439 in-unit faculty members.
 - HB-11 is brought back to the state legislature during this session. The bill dismantles unions with less than 50% membership. This was considered as top priority at this meeting. Win Everham requested that if it would be possible to get a list of in-unit faculty members who have left the chapter to seek out reasons for their exit. It was agreed that the member list will be distributed to all the members in the executive committee.
 - The chapter has lost one in-unit faculty member in the past two years. The other drops are due to members leaving the University or becoming out-of-unit faculty.
 - To increase recruitment, a suggestion was made to have flyers for UFF. David Streckler suggested that he would be willing to summarize bullet points on grievances to attract new members.
 - Senator Jaffar Ali Shahul-Hameed suggested a 3-month free membership would be offered by the State UFF and an additional 3-month free membership should be offered by our chapter for new members to increase our membership rate.
- **Treasurer report (Elizabeth Elliott for Michelle Angeletti):**
 - Due to unfortunate circumstances, the current treasurer wouldn't be able to perform her duties until the end of this term. A motion to appoint Senator Senthil B. Girimurugan as an

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interim treasurer was made by Senator Jaffar and seconded by David. The motion passed with a unanimous vote.

- Reimbursements for the UFF Orlando Meeting were also discussed.
- A budget report is due for this semester and the report will be sent to the State UFF in a timely manner.
- **Grievance report (Elizabeth Elliott for David Steckler):**
 - There is currently one active grievance.
 - A motion was made by Senator Senthil to approve funds to support the president and the grievance chair to participate in the upcoming conference on grievances/bargaining with the Provost, who paid for their registration fees. The motion was seconded by another Senator. The motion passed with 5 votes and 1 abstain vote. The amount requested was for \$3000.
 - Senator Nora requested that a report be submitted at the end of the conference on their presentation and it was agreed that an article, or a report, will be provided.
- **President Report (Elizabeth Elliott):**
 - Chapter elections are to be conducted before April 15, 2017. The president will send an announcement to our members seeking nominations soon.
 - The president gave a brief history on the pre-promotion process. She mentioned that the pre-promotion process was a compromise to the University's proposal to consider faculty for promotion in 6 years. The pre-promotion process offers a non-binding review in 4 years which seemed to be a better alternative during bargaining. The president also commented that it would be unwise to open it during the next bargaining session.
 - The state budget will not be released until June and if the University loses money, there will be no raises. The current contract will be maintained until we hear about the budget.

New Business

- **Union Chapter Meetings**
 - The statewide UFF meeting took place at Orlando-Altamonte Springs Hilton, February 18-19, 2017. Senators Dorothy, Jaffar, Judy, Patrick, and Senthil attended the meeting along with the grievance chair, David.
- **Chapter Meetings**
 - A chapter meeting is planned for the Spring semester. The first meeting is expected to be held at the end of March.
- **Bargaining Items**
 - A discussion on articles 14 and 24 ensued when Win suggested if article 14 should be opened/revisited during bargaining.
 - A discussion on the issue of compensation for graduate dissertation in terms of overloads or course releases ensued when Delegate Morgan raised the issue. The president responded that currently provisions exist to address the issue at a departmental level. It was suggested that information on this should be added to the appendices on the UFF webpage.
 - Senator Patrick suggested that the bargaining team must meet and be prepared prior to entering bargaining with the University. He also suggested that this meeting should be separate from the chapter and executive committee meetings. The grievance chair, David, raised a motion to appoint Senator Patrick as the bargaining chair and seconded by Senator Senthil. The motion passed unanimously and Senator Patrick was elected as the bargaining chair.

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- Suggestion to consult with the new administration about an MOU (Memorandum of Understanding) pertaining to uncompensated teaching was made. The grievance chair suggested that the matter can be brought up as a consultation and can be readdressed in 60 days.

- **Motions**

- Motions were made to elect an interim treasurer and the bargaining chair, and approval of travel funds. The motions and outcomes are discussed in previous sections.
- Senator Nora made a motion to offer a benefit to new faculty who join UFF. According to this motion, new members will be reimbursed for their three-month dues by our chapter. The benefit will be provided to members who join the chapter between now and Fall 2017. The reimbursement will occur in December 2017. The motion was seconded and passed.

Good of the Order

- **Unit Specific Guidelines**

- A suggestion was made to list unit specific guidelines that offer equitable opportunities be included in our UFF webpage.

- **EAP Information**

- A suggestion was made to offer more information on Employee Assistance Program (EAP) in our UFF webpage to facilitate better understanding of the process among UFF chapter members.

- **UFF Webpage**

- The communications chair informed us that our chapter website was hacked. Currently, the page is maintained by a third-party suggested by UFF for the state. Due to security issues, it was proposed that a new vendor be used for the webpage in the future. This would cost the chapter a fee and it was agreed that the possibility can be explored soon.

Adjournment

Meeting was adjourned at 9:37 AM by Elizabeth M. Elliott. The next UFF-FGCU Chapter Executive Committee Meeting has not been decided yet.

Minutes submitted by: Senthil B. Girimurugan, UFF-FGCU Chapter Secretary

Approved by: Elizabeth Elliott, UFF-FGCU Chapter President