



AGENDA

UFF-FGCU Executive Committee meeting
31 March 2020 / 11:00am to 12:15pm

Call to order

Attending: Patrick Niner, Scott Michael, BeeJay Girimurugan, Anne Harner, John Griffis, Anjana Bhatt, Win Everham, Carolynne Gischel, Nora Demers, Judy Wilkerson, Jaffar Ali, Erik Insko, Tammy Sadighi, Molly Nation, Elizabeth Johnson.

I. Officer updates

- a. *Co-Presidents* see below
- b. *Bargaining (Scott)*
 - i. Bargaining no regular meeting set. Should try to get bargaining regular set up soon. COVID-19 puts a wrench in it. Budget is up in the air too. Is this the time to talk about a 5 year plan for salary? Scott will reach out to Tony and rest of team this week to start virtual conversations. Patrick notes that there are other things to bargain besides salary. Thursday afternoons are set aside for bargaining.
 - ii. C&I study: Tony and Scott followed up with Ernst and Young. Discussion went well. They have worked with Unions before. They understand that we just want the product and showing the process and transparency (especially in regards to showing what others may think is confidential information). Should have a draft report by end of the week, and perhaps equity aspect. They may be able to do the market study too.
- c. *Grievance (Carolynne)*
 - i. Final order was issued by PERC on January 14, 2020. The decision on appeal of the Final Order is expected to take quite some time. University has filed an appeal of PERC's denial of motion for stay. Our attorney says that may take a couple of weeks-perhaps up to a month because of COVID-19.
 - ii. Question: Is there anything we can do to force administration to comply with a Final Order? There is one option but it would be attached to the appeal and decided with the appeal so is counterproductive and not recommended by UFF attorney.
 - iii. Question: Is there any way we can get admin to talk with us instead of them continuing to waste money on legal fees? We have tried many times to talk with Dr. Martin and Provost Llorens in writing and face to face with no success. It appears we just need to keep letting the legal process play out.
 - iv. ii. SRHM: UFF agreed to withdraw the grievance since admin is honoring the 3 year contract. Several of those faculty have, or will be taking other positions. We continue to monitor the situation.
 - v. iii. A few things are going on with individuals in the last week or so due mostly to changes in operating under COVID-19 crisis. In one situation, it seems the pre-disciplinary process was not followed correctly as described in the CBA. Concerns expressed about potential for grievances related to changing working conditions under COVID-19 and certain administrative actions towards Faculty. The MOU may help prevent issues.
- d. *Membership (Erik Insko)*
 - i. Still at 60% (added another new member). Patrick is hoping we keep enough of a buffer through these next few months to stay above 60%.

- e. *Treasurer (Elizabeth Johnson)* still solvent. Waiting for the reimbursement check from the State. It will be more since we have 60% instead of 50%. Carolynne will send the PR persons hours (\$15/hour for no more than 100 hours) to Elizabeth.

II. Business

- a. Postcard mailing- they are still in Erik's office. What to do? What is the strategic impact of pushing on what some may perceive by some as a small thing. We need to frame this properly to help Trustees understand the implications of their continuing to treat advisors, and us by ignoring us. How can we give the information to the board before the UFF remarks to the Trustees at their April meeting (which apparently was postponed). We want to make sure that the tone of any message to Trustees be in the context of the current reality (CoVID-19 and their appeal of the appeal). Maybe just wait for the appeal of the appeal. Patrick will ask if there is any idea when the next BOT meeting will be (Apr 14 is also postponed, May meeting is not (yet) postponed).
- b. Public relations initiatives: PR person (Kate) oops, we could have invited her to this meeting. She is working on getting some documents and social accounts. This may be not very active until CoVID-19 lessens. She wants to be copied on emails. Patrick wants to keep this PR as Union specific as possible and not a social affair. Maybe highlight "this is what we are doing for our students (and be sure it models shelter-in-place expectations). Carolynne, Anne and Nora say that we need the human view for people to stay engaged.
- c. Officer Election planning:
 - i. establish target election dates (Scott and Patrick want to do this well in advance of the June deadline State has provided).
 - ii. officer descriptions: Patrick prepared a file of officers roles and time commitments. Please send details for this to Patrick ASAP.
 - iii. nomination collection: Patrick should send out call for nominations by Friday. Jaffar will collect the nominations (since he is somewhat removed from being an officer at our chapter). How long for nominations to continue? Maybe 2 weeks? Slate will be first public reveal of the nomination. (so as to not make it look like there is any influence of the nomination process).
- d. COVID-19: MOU's/MOA's: please send proposed language to Scott.
 - i. MOA was signed by Presidents in regards to timing of APDR evaluations and promotions.
 - ii. effects on terms and conditions: MOA for, use of personal tech, etc.
 - iii. statewide MOU's have been shared. Six major issues, several are not relevant to us. Two biggest ones for FGCU are
 - 1. all of remote instruction should not result in University owning the material.
 - 2. Appropriateness of how to behave (with finesse) during this crisis and how it might be used by administration.
 - 3. Need to talk about legal ramifications- i.e. clinicals being remote (Health Professions and College of Education). Some students may have issues with what is being used to replace clinical. Waiver?
 - iv. Reporting for duty models: may be too specific need to be more general.

III. Adjournment at 12:20pm

IV. Next meeting Monday April 13th 10:30 AM video link to come

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