

UFF Grievance Committee Meeting

September 26, 2018

Cohen Center Room 245

Florida Gulf Coast University

Minutes recorded by Ticia Gingras

Attending:

Carolynne Gischel, chair

Nora Demers

Regina Beard

Ticia Gingras

Anne Harner

Scott Michael

Beth Nehamkin

Meeting was called to order at 2:05 p.m.

Contact Information

Committee members reviewed the text proposed for posting on the website and updated their contact information for the upcoming website.

Minutes

The minutes for the last meeting on 9/12/2018 were reviewed, discussed and revised.

Nora Demers made a motion to approve the minutes.

Scott Michael seconded the motion.

All voted.

Motion carried

Grievance I

Carolynne Gischel updated the committee members on the progress of Grievance I.

There has been discussion between our UFF President and union members and the attorney at the state level.

A similar situation that exists at FGCU also existed at FAMU. No job descriptions or duties were changed. Tom Brooks (UFF lawyer) sent a letter to Vee Leonard (FGCU General Counsel) describing the similarities with the FAMU situation. FAMU filed for a unit clarification (UC) with PERC and PERC responded the correct path was to file an unfair labor practice (ULP).

President Martin spoke to the faculty senate and conveyed, "I am adamant that the advisors will be changed." The belief is that the new status of Academic Advisors was prompted by a suggestion from a presidential advisor.

As of now, we still need clarification from the State on Step 3 Arbitration regarding the Chapter Grievance filed on behalf of the advisors.

Grievance 2

Carolynne Gischel reported that there was an agreement in favor of the faculty member who filed a request for informal resolution. The faculty member, however, resigned.

Handling Faculty Evaluations

There is a perception that there is a pattern of bullying and harassment in regard to handling some employee evaluations. Can we compile documentation about this?

Carolynne Gischel shared that two faculty members who have filed a request for informal resolution and had a favorable outcome have resigned in the last two months (documented).

It was discussed that we should ask to have a Faculty Ombudsman back and a flow chart of new processes and procedures for handling conflicts.

It was suggested that this should be called to the attention of President Martin.

Member Grievance

Faculty members who have issues should contact their building steward.

Some faculty members are educated about the process, but most are unaware of it until they find themselves in an adverse situation.

Suggestion: brown bag lunches about Article 16 (Disciplinary Action and Job Abandonment) and Article 20 (Informal Resolution, Grievance and Arbitration Procedures) to inform faculty of rights and responsibilities. Also, PDPs, evaluations and the connections between those and the grievance process.

Posting this information on the website would be prudent. Attendees reviewed text gleaned from others' websites. A discussion about webpage formatting ensued (tabs, buttons, narrative, question and answer, etc.).

Committee members agreed that providing both text and a question answer format would be helpful to website visitors. It was suggested to extract Weingarten information to present it independently on the website and to post a list of building stewards.

Committee members wordsmithed the proposed website text, discussed differences in the representation between UFF members and non-members. The process is the same for both; however, non-members do not have access to UFF representation or a UFF lawyer.

Future Discussion

At a future meeting, the Grievance Committee should provide recommendations to the Bargaining Team in regard to Article 16.

Meeting adjourned at 3:20 p.m.