

UFF-FGCU Chapter Meeting Minutes
Wednesday, November 16, 2017
Cohen Center 247

Call to order: by Morgan T. Paine 10:17

Present: Annemarie Conner (Rehab Sciences), Regina Beard (Lib), Judy Wilkerson (COE), Senthil B Girmungan (Math), Nora Demers (Bio), Kevin Davies Chem.), Rachel Campbell (Chem), Peter Reuter (Rehab Science), Morgan T Paine (Art), Cheryl Swayne (Nursing), Shawn Keller (Justice Studies), Emily Vallier (Lang. & Lit), Mary Voytek (Art), Win Everham (MES).

1. Welcome: The Co-Presidents (Everham and Paine) welcomed attendees. They explained that neither of them wanted to do the job alone, but were willing to if they did it together. One of their goals for this year is to reach out to membership more. They feel that 9 months after their leadership there has been a fundamental change (for several reasons besides their leadership, including the changes in University Administration). Morgan says that things have 'stopped getting worse'. Some have mentioned that this UFF-FGCU team is a bit more 'adversarial' than in prior years. The Presidents felt that there was a "morale crisis" underway at FGCU, and thinks that there is now more reasons for hope and a feeling of things improving. The 3 (months) for Free initiative will continue through Dec 31, 2017. Please encourage non-UFF members to join the Union, and get 3 months of their dues reimbursed after 6 months of membership.
2. We are in the process of forming a **Labor and Management Team** to address *summer pay, overload pay and the many facets of under-and non-compensated teaching*. We would like to have at least one faculty member from each Unit. **They do NOT need to be members of the UFF-FGCU to serve on this Team.** The goal is to work with Administration to get this organized before the end of Fall, 2017. Please let anyone on the UFF-FGCU executive committee know your willingness to participate in Labor and Management efforts ASAP.
3. Report on State UFF Meeting:
 - a. Five UFF-Senators attended the UFF State meeting in Tampa last month. Some highlights include that the metrics seem to be making many SUS administrations move to merit-based pay. Additional details about the State UFF meeting can be found in the [Oct 23, 2017 UFF-FGCU Chapter meeting minutes](#).
 - b. The State Chapter has suggested reforming and reinvigorating a **Government Liaison Team network** among the UFF chapters. State Chapter also suggested we co-ordinate efforts with other local unions." *Nora Demers, Lori Cornelius and Emily Vallier volunteered at the meeting to join this effort for FGCU.* FGCU administration has requested participation on this Team.
4. Bargaining Report:
 - a. We (finally) signed an MOA for the promotion pay salaries to be paid. Those 22 colleagues should be getting their back pay no later than the 22nd of December, 2017.
 - b. We have offered 3 other items still outstanding on article 23 (Salary). They include a 3% across the board pay raise (payable retroactively in June of 2018 so that the Administration has time to budget for it), implementation of the change in promotion percentages to 12 and 15% (from 9 and 12) to occur retroactively this year, and to change the language about promotion raises so that they happen automatically in the future, rather than being held up by bargaining. The next Bargaining meeting is Wednesday Nov 29 in Marieb 442 from 2-4 PM. Please show your support and come watch us "make sausage".
 - c. Bargaining Chair, Scott Michael will lead us in **bargaining full book** in the near future, whether or not we are able to close the article salary and ratify the contract. If you would like to join the bargaining team, contact Scott Michael (smichael@fgcu.edu) or any member of the Executive committee.
 - i. We'll need to be very engaged in how to determine **merit pay criteria**. We want it to be fair, and not arbitrary. One member mentioned that since we are non-tenure, and undergo

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annual review, that we are already on a merit system. However, it seems it could be inappropriate to determine it based solely on the annual report decision, since, in the words of our Co-President Paine, "some supervisors pass out "exceeds" expectations like M&M's and others treat it more like pearls".

- ii. We are considering a survey sent to Faculty to ask their input on the contract negotiations.
 - iii. Another survey, perhaps in cooperation with the Faculty Senate could ask for suggestions about how to improve FGCU's performance on the metrics. Some of the ideas mentioned including Faculty doing advising, more and different strategies for office hours, encouraging students to engage in academics much as they are encouraged to engage in sports and other extra-curricular events. How block tuition will affect student success and metrics was also mentioned as something to keep an eye on.
 - iv. Several members expressed concern, frustration, and defeat about the **promotion process** and outcomes over the last several years. We'll consider this carefully during bargaining (many present expressed that with the new leadership under FGCU President Mike Martin things would be getting better).
- 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.

5. Grievance Report:

- a. Currently we do not have a grievance Chair. The Co-Presidents have continued with the effective past practices work of David Steckler (the former grievance Chair) working with Tony Barringer, to informally resolve issues between faculty members and their supervisors by working toward solutions. Several situations have been resolved in this manner in the past several months.
- b. The UFF-FGCU chapter would like to have a Grievance Team. If you have the skill set that is needed for this position, including empathy, patience, outside the box thinking and ability to maintain confidentiality, please get in touch with us to join the team.

6. Treasurer report:

- a. The budget was presented and approved by the membership. Funds have been apportioned as described in the [Oct 23 UFF-FGCU EC meeting minutes](#).

7. Membership:

- a. There are 12 new members who joined between March and June of 2017 who will be getting their 3 for free reimbursement in time for the Christmas holiday.
- b. We now have 205 members (as of Nov 11, 2017). We need 16 more members to exceed 50% (220 of 440 non-visiting). Note: Two out-of unit members have chosen to remain members.
- c. Rachel Cooke will be stepping down from Membership Chair in August 2018. If you or someone you know is interested, please nominate them in the next election cycle. Rachel is also looking for designated recruiters from each college or unit. We already have some working in the Math and Lang & Lit departments but it would be great if we had more. Please volunteer to serve on a membership committee so we can keep growing UFF-FGCU.
- d. Spring 2018 meetings tentatively scheduled for:
 - i. December 15, 2017 SOCIAL 3-6 PM SRHM 111
 - ii. January 15, 11-1
 - iii. February 14 11-1
 - iv. Feb 17(?) UFF-FUN 4:30-end Library Lawn planning will be underway soon under the Leadership of Jaffar and Carolynne.
 - v. March 19 11-1
 - vi. April 18 11-1
 - vii. Chapter meeting March XX 3-5 PM

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Open discussion:

- e. A concern was raised about faculty who had submitted their pre-promotion packet (in CAS) but had not received the committee feedback by the deadline and were worried that it might prevent them from going up for promotion this year. *Morgan and/or Win will be reaching out to Tony about this missed deadline.* They anticipate a mutually agreeable solution will occur.
- f. One attendee expressed frustration that governance at FGCU continues to be disconnected and asks for improvements to shared-governance that would involve UFF-FGCU, administration and Faculty Senate. For example, the Enrollment Retention Management Committee of the Planning and Budget Committee has offered many suggestions, including especially a white paper by Sean Kelly, including using predictive analytics. I (Demers) was able to find this draft [Mechanisms to Directly Improve Institutional Performance and for Implementing the Policy on Timely Graduation](#) in the Spring of 2016 minutes of the ERMC which may be the document he meant.
- g. Another attendee at the meeting suggested we invite a Faculty Senate officer to attend UFF-FGCU meetings.
- h. FYI an e-mail outlook invite was sent to 211 Union members for this meeting. 19 accepted, 14 accepted tentatively and 25 declined. We ordered from Panera's pastries, bagels, coffee and salad for 25 attendees. The cost was \$200.30. We provided a \$30 tip for the delivery person. There was too much food since just 14 people attended the meeting. The extra food was donated to the Lucas Center for their Book Club event (thanks Rachel Campbell for delivering it), and to the Artist in Residence Event (thanks Win Everham for delivering it). Next time I'll order for half of who RSVP.
- i. Call for officers for 2018-2019: If you are interested in serving as an officer of the UFF-FGCU please let us know.
- j. **SAVE THE DATE:** There will be a DECEMBER UFF-FGCU **Social Dec 15, 3-5 or 6 PM.** Location SRHM 111. We will invite all Faculty and Administration.

Respectfully submitted

Nora Egan Demers
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Secretary, UFF-FGCU