



MINUTES

UFF-FGCU Executive Committee meeting

20 November 2019 / Reed 125 / 12:00pm – 2:00pm

Call to order: 12:10 PM

Attending: Scott Michael (Co-President and Bargaining Chair), Patrick Niner (Co-President), Elizabeth Johnson (Treasurer), Judy Wilkerson (Senator and FEA delegate), Nora Demers (Secretary and Senator), BeeJay Girmurugan (Vice President) John Griffis (Senator and FEA delegate) Jaffar Ali Shahul Hameed (Senator, UFF State VP and FEA delegate), Erik Insko (Membership), Anne Harner (Senator), Jackie Salmond (alternate Senator), Tammy Sadighi (Alternate Senator).

I. **Bargaining (Scott):**

- a. The team accepted the FGCU administrations counter-offer of a 2% raise for all in-unit faculty, with a minimum \$2000 pay raise.
- b. The additional previously accepted items are also accepted and will be highlighted in the ratification ballot.
- c. The details and official acceptance will occur Wed 11/20 2:00 MAR 402
- d. Ratification timeline:
 - i. Anticipated BOT approval at the Jan 14th meeting.
 - ii. Draft ballot send to UFF Executive team by end of week (Nov 22)
 - iii. Ballots, instructions and envelopes delivered to each faculty member no later than Dec 4th, 2019.
 - iv. Ballots can be returned to BOX outside Secretary Demers office (WH 218) NO LATER THAN DEC 11th 8 AM, or the election counting room Dec 11th 1:00-1:30 PM
 - v. Election closes Dec 11th 1:30 PM
 - vi. Ballot counting: Dec 11th 1:30-3:00 WH 227
- e. Compression and Inversion study:
 - i. McKnight did not meet the deadline to provide a quote for doing the C&I portion. They recently provided a bid of \$25K.
 - ii. The bargaining team sent out an RFP for the job and is contacting other firms.
 - iii. Discussion will continue at Bargaining table later today.

II. **Grievance:**

- a. **Advisors:**
 - i. FGCU administration requested, and was granted opportunity for oral presentations. These will occur in Tallahassee on Dec 6th and should not interfere with the final ruling expected Dec 7th.
 - ii. In preparation of an expected favorable ruling by PERC, Scott and Patrick have been meeting with the Advisors in each college to discover what they want to be made whole.
 1. Their wants include to keep their raises, their promotions, and be able to report directly to the Dean of their respective colleges.
 - iii. The goal is to meet with the Provost immediately after receiving the ruling to commence the process to restore their place as members of the bargaining unit.

b. SRHM:

- i. No update on determination of arbitrability of the case yet. Post-hearing briefs have been posted UFF-FGCU website: <http://www.uff-fgcu.org/grievances.html>
- ii. Scott and Patrick have not yet met with the affected faculty since the arbitrability hearing.

III. Membership (Erik):

- a. We have gotten three new members since our last meeting. We need only 12 more to exceed 60% density.

IV. PR student hire status: Carolynne, Patrick, Erik interviewed 3 candidates on Nov 18th and were impressed with all 3. They are getting additional information on the contract process.

V. Diversity Officer-proposed by-laws changes language was sent to membership earlier today by Jaffar to start the official process of making the bylaws revision.

VI. Treasurer and travel details:

- a. We discussed process and expectations for reimbursement to participate in UFF- FGCU events.
 - i. We agreed to forgo the need for receipts and instead go with the per-diem for travel as set by the state rate (currently at \$36/day for 3 meals).
 - ii. Other funding needs will continue to be allocated in our annual budget process.
 - iii. We also discussed travel and participation in the Jan 13th Tallahassee Education Advocacy meeting. This is a statewide effort to bring educators and advocates together at the capital building. K-12 teachers have been encouraged to ask for a personal leave to attend. Faculty at FGCU only have sick days so we need clarification on how to address this at FGCU. The bargaining team will ask at today's bargaining meeting. Jaffar intends to go and will be reaching out to local organizations to potentially help get a bus for a delegation from SWF to attend.
- b. We also discussed whether a TAR should be completed for these events, coverage by workman's compensation and potential liabilities that may arise during these trips. It turns out some colleges complete a "blanket TAR" for the semester (Business and MCHHP). We will ask Academic Affairs about this at the bargaining table, and also consult with UFF-State office.

VII. Community building:

- a. Fall social 4:30-6:30 PM November 21, 2019 BJ's Gulf Coast Town Center.
- b. UFF-FUN Feb 29th. Jackie Salmond has agreed to join the planning committee and envisions Colloquium students being able to earn service-learning hours to help with the event.

Next meetings:

Wed, Dec 04 2019

12:00 P.M. - 2:00 P.M. RH 223

Respectfully submitted,

Nora Egan Demers, Secretary

Faculty success IS Student success.

STRONGER TOGETHER