

UFF FGCU Executive Committee (EC)
Minutes
Monday Oct 23, 2017 10-12 Noon, SH 402

Call to Order: by Win Everham at 10:00 AM

Present: Judy Wilkerson, Jaffar Ali Shahul-Hameed, Elizabeth Johnson, Senthil Girmurugan (BeeJay), Win Everham, Nora Demers, John Griffis. Monica Renard

Budget/Mission

Win affirmed that our budget should forward our mission. He and Morgan came up with several things they felt were our mission, and those attending the meeting added a couple more.

Mission:

1. Increase transparency-(more minutes, updates about bargaining, notes from Presidents, open executive meetings)
2. Develop leadership (we can ask for a grant from the State UFF for this)
3. Raise visibility of UFF-FGCU (BOT presentations)
 - a. Monica volunteered to create milestone markers to send notices about upcoming deadlines and pertinent Articles from the CBA.
4. Increase membership
5. More effective bargaining
6. Enforce the CBA

Budget:

1. We budgeted funds in the following categories: meetings, membership events, SWAG (umbrellas, coffee mug, thermos, and or polo shirts- what is your pleasure?), travel to meetings (UFF, FEA) studies (marketing, Compression and Inversion and/or gender bias), dispute reserve, research associated with bargaining including perhaps hiring a forensic accountant. Win will ask Morgan to send a list of what we would ask that person to examine directly to Elizabeth so she can ask for people who may be interested in doing this.

3 for Free program: Seventeen faculty have taken advantage of the program. (see motions for more information)

UFF-State meeting update: (Oct 20 & 21, 2017 Tampa. Attending: Judy, Jaffar, Morgan, Win, BJ).

1. Jaffar has been appointed as the Chair of the Leadership and Diversity Committee of State UFF.
2. Bargaining updates from sister Universities:
 - a. FAMU and FGCU are the only Universities with a 0% raise.
 - b. Merit raise appears to be being pushed at several institutions in the SUS.
 - c. FSU agreed to a "sustained performance" increase. Faculty at the highest rank for 7 years or more got a 3% raise
 - d. FIU will bargain compensation for mentoring dissertations in the summer
 - e. Promotion pays have increased at several universities. They range from 9% to 15% for promotion to Full professor.
 - f. No Universities are at impasse
 - g. A big concern among bargaining teams is that the administration is not really wanting to engage in bargaining.
3. The State UFF is trying to reinvigorate **Government Liaison teams** and has suggested that each chapter create a team and coordinate actions. Nora volunteered to participate if there are others at FGCU willing to work on this.
4. The UFF-Graduate chapter has been given permission to talk to other institutions. They may be coming to FGCU to talk with our graduate students.

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Motions:

1. Motion by Jaffar, second by Monica that any faculty who joins UFF-FGCU between March and August will be reimbursed 3 months of dues Dec. 17. Any members that join Aug to December will be reimbursed after 6 months membership. Motion passes.
2. Motion by Elizabeth, second by Jaffar to stop payment on several outstanding checks and restart the account using check # 2500 (with carbon copy book). Motion passes.
3. Motion by Jaffar second by BJ to have UFF-FGCU chapter reimburse any travel expenses to regional or national Union meetings or leadership training that the UFF State does not, upon approval of the executive committee. Motion passes.

Standing Committee Updates:

1. Bargaining- postponed, Scott out of town
2. Grievance no report, need a new grievance chair, committee suggests we all reach out to colleagues, particularly anyone with legal or conflict resolution experience.
3. Membership no report Rachel not at meeting

Other:

1. Win and Morgan will be meeting with Provost Gregerson Oct 24th.
2. Some discussion about how and whether the UFF is informed when faculty are asked to meetings that may be about job-related problems. Upon discussion with Tony B and Jen we were informed that when a faculty member gets a letter of potential disciplinary nature, it does inform them they are entitled to a Union representative to attend any meeting.
3. Judy passed on numerous potential negotiating strategies from a former colleague who has been very successful as Chief Negotiator of bargaining. These will be shared at the next bargaining planning session, and we are attempting to schedule a visit for cross-chapter bargaining sharing/training.

Carry forward to next meeting:

1. Course releases: (requested F 17: Nora and Morgan, SP '18: Win, Scott, Morgan)
 - a. Needs to be checked, at least one person did NOT get their release
2. By-Laws:
3. Faculty survey:

NEXT MEETINGS:

Chapter meeting November 16th 10-12 PM CC 247 and UFF-Great II social

(see this link for our Sept 2017 social highlights: <https://www.youtube.com/watch?v=XZDqwZyN6gw>)

Next Executive committee meeting TBD in December at a date and time when Morgan can attend.

Respectfully submitted,
Nora Egan Demers
Secretary, UFF-FGCU