



MINUTES

UFF-FGCU Executive Committee meeting

23 October 2019 / Reed 125 / 12:00pm – 1:00pm

Call to order: 1:00 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), John Griffis (Senator and FEA delegate) Jaffar Ali Shahul Hameed (Senator, UFF State VP and FEA delegate), Erik Insko (Membership), Carolynne Gischel (Grievance Chair), Erik Insko (Membership chair), Tamara Sadighi (Senator), Anne Harner (Senator)

I. **Student PR discussion:**

- a. Process update: Carolynne: reported on advice from state office. We were advised to not hire anyone as an employee. We then discussed whether and how to contract with a students to help with communication and PR including social media, webpage updates.
- b. Payment process: If the student provides us with an invoice it will be their responsibility to do their own taxes. There was a motion to **approve \$1500 for 100 hours of effort**. The **motion passed** unanimously. Any bills sent to the Treasurer will need to be signed by the UFF-FGCU EC representative who will be overseeing the student.
- c. Supervision: Carolynne will continue to take the lead on this by putting out a call for interviews. We will continue with discovery and decide on details before the effort commences, including how to assess whether the effort is successful.

II. **Chapter budget review and approval:** Elizabeth presented a draft budget. There we some slight changes to account for the PR expenses, and an increased allocation for travel (with more folks attending the State meeting). Elizabeth will prepare a revised budget for consideration at our next meeting.

III. **Bargaining prep** for Oct 24 bargaining session will occur at 2:30pm Oct 23 at Scott's office or SH 223. The purpose is to discuss strategy in regards to the administration response to our latest bargaining proposals.

IV. Any other updates or matters of *immediate* concern?

- a. Diversity Officer- continued to next meeting due to time constraints.
- b. Council of Chairs- **informing chairs about CBA items in regards to dealing with faculty they supervise and evaluate:** (*also* Carolynne): This is a project she and

Win have been working with Administrative services, OIEC and others for the past 1.5 years. There is mutual interest and nearly universal support to help FGCU develop this training. Carolynne, Win, Precious Gunther, and Tara McKenna will work on a draft agenda for a day-long retreat to accomplish these goals, and then present this draft to the Provost. Stay tuned for details.

- c. **RHM Arbitrability:** FGCU administration responded to the Chapter grievance by claiming the Union had not met the legal requirements to file the grievance. There will be a hearing on 10/28 at 9AM by skype for the arbitrability of the grievance. They have asked Carolynne to attend in person at the General Counsel's office at FGCU since she will likely have to testify. Then the arbitration case can begin. Of course, this is extending the time for resolution of these issues.
- d. **Recruitment:** continued to next meeting.
- e. **FEA report** (John Griffis):
 - i. FGCU again won the FEA membership award.
 - ii. The theme for this year is improving funds for education (at all levels).
 - iii. FEA agreed to provide reports on meeting motions at least quarterly rather than waiting for the next annual meeting.
- f. Judy would like a statement coming from Academic Affairs to clarify or retract the statement that the University owns all materials developed by faculty and posted on Canvas. She asked that this be brought up again during the Provosts meeting.
- g. Judy asked about the other items she provided as in violation of the contract that she provided immediately after the February state meeting. Scott said that he was following up with them at the Provost meetings. Those meetings are scheduled to continue every three weeks as they did last year. It was generally agreed that this strategy is preferable to a confrontational approach.
- h. **Market Study update:** Scott told us that when they asked for a contract to complete the study the company provided a price astronomically higher than the quote (from about \$25K to over \$80K). How to proceed will be discussed at bargaining Oct 24th.
- i. **Grievance continued** (again, Carolynne): The committee meet November 4, 12:00-1:00.
- j. **Social events:**
 - i. There was just time for Jaffar say he would be willing to organize **UFF-FUN** (Family Union Night) celebration for the Spring term iff he had help. Nora volunteered to help. *We would appreciate members to volunteer to help plan and make this family event be another successful one. Contact Jaffar at jashahulhameed@fgcu.edu*

- ii. Carolynne and Nora had talked about having a Fall social in November. The best timing they thought would be before Thanksgiving. There was not time to discuss this further.

V. Meeting adjourned 1:50 PM

Next meetings:

Wed, Nov 06 2019

12:00 P.M. - 2:00 P.M. RH 223 Layout: As Is -

Wed, Nov 20 2019

12:00 P.M. - 2:00 P.M. RH 125 Layout: As Is - Existing Furniture Only

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