



UFF Executive Committee (EC)
MINUTES
Monday October 8th, 2018 SH 402
11:30-1 PM

Call to Order:

Attending: Win Everham (Prez, Senator), Senthil B Girimungan (VP, Senator), Nora Demers (Sec, Senator), Scott Michael (Bargaining Chair), John Griffis (FEA), Jaffar Ali Shahul-Hameed (FEA, Senator), Elizabeth Johnson, (Treasurer), Carolynne Gischel (Grievance Chair), Rich Coughlin (FEA)

1. Grievance:

- a. PERC status update: FGCU's external Council sent a reply to Tom Brookes affirming they had the right to remove the advisors based on the CBA. Tom, and Marshall disagree and are continuing with work to file an Unfair Labor Practice (ULP) with PERC. The Chapter grievance, while related appears to be on hold and may be superseded by the ULP. Nora will continue to ask for updates in advance of our EC meetings.
- b. Building stewards:
 - i. Carolynne and Eric drafted a description and invitation identifying the goals and expected duties of building stewards. The EC agreed with the ideas and concepts.
 - ii. The next step will be for Carolynne to send an e-mail to all potential stewards, and, if they are willing, we'll prepare a list with names and contact information for the webpage.
 - iii. Carolynne also suggested preparing a door sign for stewards that are willing to be so identified. Scott will ask Sharon if she would consider drafting a sign. (after the meeting Nora thought that getting Sharon's help with the banner design, and perhaps a better logo would be nice.
 - iv. Depending on how it goes, maybe add building stewards to Article VIII of the Bylaws for Spring chapter meeting election.
 - v. Business cards for explaining Weingarten laws are awaiting a grievance@fgcu.edu email address (and perhaps a UFF-FGCU logo from Sharon).
- c. Know your CBA sessions: Carolynne would like to have the first session during the time set up for Grievance meetings (Wednesdays 2-3 PM) before our chapter meeting.

2. Membership: Eric sent a note to membership Oct 4th welcoming over 30 new members! He also provided a few personal stories and recent victories for members to share with non-members as a recruitment tool. He also provided this breakdown of UFF membership by college:

Library	100.00%
CAS	62.27%
Engineering	60.00%
Education	56.00%
Marieb	51.47%
LCOB	12.00%
University	53.78%

3. Treasurer:

- a. HR consultant update: Elizabeth contacted FSU and UF. FSU contracted with FIU to do the analysis, but were concerned due to some major differences in budget allocations between the two institutions that made the fit for the analysis less than ideal. Elizabeth will contact FIU directly to find out if they are interested in contracting with us to look at the last 2 years of budget data. She also learned that UFF-UF brings a lawyer to the table during salary bargaining.
- b. We talked about finding previous CBA's as the best place to find historical trends of raises and bonuses that we'd like to have to be more informed during the upcoming bargaining. We decided that it makes more sense for us to find these CBA's rather than contract with someone to do the tedious task of finding them.



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- c. SWAG and such:
 - i. Banner- approval to move forward with designing and ordering a banner with estimate cost of \$160.
 - ii. USB's: decided that these were not a good use of funds since so many people use the cloud now.
 - iii. Polo shirt- decided that a high quality shirt would be a nice thing. Suggested getting a bid and following the process that FGCU did this year. That is: select several styles and allow individuals order the size, color and style they want directly.
 - iv. Before we proceed, we should clarify what our legal costs will be for the ULP. Nora will ask UFF and Tom Brooks.
- 4. Bargaining:
 - a. Prep for 2018-2019 reopener
 - i. Studies process and timeline: have decided to ask Labor and Management to get the process started. The EC will approve before studies commence.
 - ii. Prepare a survey to find out what faculty at FGCU think needs to be modified during our upcoming negotiations.
- 5. Labor and Management: About finished with draft guidance documents for units to address what will be formally uncompensated teaching. BeeJay wants to have one more face-to-face meeting of the group before sending it out since canvas discussions are not occurring as he'd hoped. Win would like the guidelines released to the colleges sooner rather than later. Jaffar raised concern that if a unit's plan was astray of the CBA that the entire process could be delayed. Scott will reach out to faculty contacts in all the Colleges to keep apprised of the process. We can do nothing but proceed and deal with the future as we face it.
- 6. Secretary:
 - a. Survey faculty: Nora envisions a single survey to all faculty to inform the upcoming bargaining session. Win suggests that targeting Instructors with the questions about them is more meaningful than getting all faculty input, which may not be pertinent. We can do a branched survey that only shows questions about the below to instructors.
 - i. Instructor: Win will draft questions for the instructors.
 - 1. expectations for promotion within rank
 - 2. Change to ranked faculty
 - 3. Increased pay for instructors with terminal degrees
 - b. Scott and Nora will work on a draft survey and bring it back to the EC for the next meeting.

New Business:

- 1. Meetings with Provost Llorens Thursday's 11:30 AM attendees (every 3 weeks):
 - a. October 18th attendees:
- 2. Schedule chapter meetings: Nov 19th CC 247 Carolynne will send outlook invite to membership and order food.
- 3. Social events
 - a. UFF-FUN- postponed until future meeting. Need to select date and get team to help Jaffar with planning and implementation.
- 4. By-Laws: Win offered a couple suggestions to the by-laws but we did not have time to talk about them.

Upcoming UFF-FGCU executive committee meetings:

October 22, 2018 11:30-1:00 SH 402
November 5th, 2018 11:30-1:00 SH 402
November 19th, Chapter meeting CC 247