



## Minutes

UFF-FGCU Executive Committee meeting

November 5 2021/ 1:00-3:00

Zoom

### Call to order

Attending: Carolynne Gischel, Patti Kirk, Erik Insko, Kara Winton, John Griffis, Tammy Sadighi, Traci Mays, Morgan Paine, Elizabeth Johnson, Fernando Gonzalez, Puspa Adhikari, and Jaffar

#### I. Standing Reports

##### a. President's report (Carolynne)

- i. Possibility of amending requirement of faculty course assignments to expand to two weeks prior to the 45-day textbook adoption to improve textbook adaptability rates.
- ii. Members have voiced concerns regarding SPOI results being publicly accessible. If state requires public accessibility than UFF will need to comply. Comments will not be included and only quantitative data.
- iii. Department Chair evaluations should be reinstated. Anna Carlin has asked FAT to reevaluate and send to faculty.
- iv. FGCU is not meeting textbook adoption requirements from BOG which is part of the Textbook Affordability Act. Faculty are required to submit a textbook adoption 45 prior to start of a semester.

##### b. Treasurer's report (Elizabeth)

Balance \$50,758.45

One outstanding check for "3 for 3" remains.

##### c. Bargaining (Patti Kirk)

###### i. Article 23 bargaining

- Increase to 2 excellent awards for each category.
- Administration is willing to provide new minimum salary base for Instructor I at \$44,500, raise minimum salary for Instructor II at \$50,220 and Instructor III 15% above Instructor II level.
- Bargaining continues promotion percentage rate raise from Associate to Full, Instructor II to Instructor III, Associate librarian to Librarian and Academic Advisor II to III from 13% to 15%.
- A fourth promotion level is being proposed for implementation 2023.

- Management continues to propose an over three-year period salary increase. Employees will receive a 4% raise that would be paid out in yearly increments for example 4% (1.5/1.5/1.0). Over the three years, faculty will also receive a one-time bonus of \$1200.

Response options from UFF to management: Decline offer and provide 3 paths:

UFF-FGCU will be responding with “Three Paths to Victory”

Path 1: 1% 2021/2022 with \$3000 minimum

2% 2022/2023 with \$3000 minimum

1% 2023/2024 with \$3000 minimum

Path 2: Across the board 4% with maximum \$3000.

Path 3: \$3600 increase to base pay for all faculty

d. Grievance (Carolynne Gischel)

- Academic Advisor enforcement action is ongoing. Hearing scheduled for early December
- Unit clarification through PERC continues. The new position posted is performing same tasks as Academic Advisor. Hearing scheduled for November 17, 2021.

e. Membership (Insko)

- Audit completed with HR. Membership is at 324/511 which is 63.4 % of faculty. Need 9 members to reach 65%. Will send membership statement to the State office.

f. Communications (Winton)

- 102 survey responses. Will send request one more time to see if we can receive more responses.
- Recommended improved communication with members. Discussed the possibility of a “blurb” sent out after each bargaining meeting with administration regarding progress. Furthermore, an email needs to be sent with updates from bargaining prior to Faculty Senate meetings.
- Overall, 75% of members are satisfied with UFF-FGCU communication.

ii. **Fall Chapter Meeting-schedule/plan**

Fall meeting will be conducted on 11/8/21 from 4-6 pm via Zoom <https://us02web.zoom.us/j/85387880042>. Gift cards from amazon will be awarded throughout meeting. Lunch gift cards to be

awarded to attendees which was approved at last meeting with amount up to \$1500. Executive committee voted that they would exempt themselves from the amazon gift card awards.

- iii. **Next meeting:** November 19, 2021 1-3 pm
- iv. **Adjournment:** 2:30

*Faculty success IS Student success.*

**STRONGER TOGETHER**