

**UFF Executive Committee (EC)**  
**DRAFT MINUTES**  
**Monday February 14, 2018 SH 402**  
**10:30-1 PM**

**Call to order:** by Win Everham at 10:43

**Present:** Morgan T Paine (arrived at 12:00) & Win Everham (co-Prez's, Senator), Senthil B Girmungan (VP, Senator), Nora Demers (Sec, UFF Senator), Rachel Cooke (Membership), Monika Renard (Bargaining team, Grievance team), Carolynne Gischel (Grievance and Social coordinator), Scott Michael (Bargaining Chair), John Griffis (FEA rep) Judy Wilkerson (FEA), Jaffar Ali Shahul-Hameed (FEA, UFF Senator) Patrick Niner (UFF Senator)

**Visitors:** Stacey Chados (FGCU Chief Compliance officer), Lauren Byers (UFF Service Unit Director), Dan Kern (UFF-FGCU member), Anne Harner (UFF-FGCU member).

**Old Business:**

1. By-Laws: no action
2. Labor and Management (L&M) UPDATE: The teams were selected. Doodle polls are underway to determine when the best time for all to meet is. Labor put forth more names that we expected to be able to participate because of potential scheduling conflicts limiting who will be able to participate.

<b>Management:</b> Dr. MaryAnne Zager Mr. David Vasquez Ms. Pam Bowman Dr. Vivek Bhargava Dr. Lisa Zidek Dr. Charles Wang	<b>Labor:</b> Greg Boyce (CAS) Lori Carroll (MCHHS) Mark Case (COB) Nora Demers (CAS) Senthil Girmurugan (BJ) (CAS) Jamie MacDonald (CAS) Monika Renard (COB) Jennifer Sughrue (COE) Jeff Kleeger (CAS)
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3. Introductions:
  - a. (10:45-11:20) FGCU Chief Compliance officer Stacey Chados. Stacey joined FGCU about October of 2016. She was previously at Los Alamos National Laboratory. They have an entire division just for technology transfer. She is the sole person in the FGCU Compliance and Ethics Office.
    - i. We had an extensive and productive conversation about the process and outcome of the new Code of Ethics Regulation and Code of Conduct guidance document.
    - ii. Stacey sees her job as supporting faculty and FGCU in our endeavors and to make sure we're doing the right things to remain in compliance with laws.
    - iii. Her vision is to encourage development of technology and intellectual property, in the right way, especially in regard to Federal grants, and to address and mitigate conflicts of interest on a case by case basis.
    - iv. She anticipates the BOT will be approving the new Ethics Regulation and Code of Conduct at their upcoming meeting. However, she is adamant that policies, regulations, and guidance documents are always fluid. She intends to speak with Legal Counsel before the BOT meeting about some additional potential changes. She will tweak language as necessary.
    - v. Scott Michael will be meeting with Stacey to work on some specific remaining details.
    - vi. It is Stacey's view that the current President and the FGCU BOT seems open to working with the FGCU Community to operate in a way that is beneficial to all members.

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- vii. **Once the documents are approved, she intends to set up Ethics Training for all members of the FGCU community so impacted.** This should help folks understand scholarship versus “outside activity”, intellectual property and more.
  
- b. (11:25-12:10) UFF staff Lauren Byers Service Unit Director for Central and South Florida (14 campuses). ([Lauren.byers@floridanea.org](mailto:Lauren.byers@floridanea.org)) (561) 714-3861
  - i. Lauren came to campus to give a framework and structure to help us organize and increase membership to a super-majority. We had extensive discussion about membership, organizing and the like. Obviously, there are cultural differences among colleges that need to be considered as we work to achieve a supermajority of members.
  - ii. In her opinion, we need to show that UFF-FGCU is the vehicle to change at FGCU in order to increase membership.
  - iii. FEA is the largest Union in Florida, but local action is what works. This includes things like public action forums, actively informing faculty of legislative stuff.
  - iv. Win asked for data regarding dues from other UFF in the state. Do they all do 1%? Lauren said that Florida’s dues are the lowest dues in the country. Lauren will look for some information like this to share with us.
  - v. She presented a 3-step plan arranged with 3 visits from her and the UFF state team.
    - 1. Identify **10 or so members** who are interested and willing to take the lead to increase our membership to 75% by December of 2018 (just under 147 members; we only need about 37 new members to get to the super majority of about 55%). Tell them this is our goal to recruit them, and ask if they will help us do that. Those who volunteer will attend an **organizing workshop** (scheduling for **Wed March 14<sup>th</sup> from about 11 AM to 1 PM**. Seidler Hall (SH) 116. Lunch will be provided. Members will learn the ins and outs of how to increase members on one day, and the next day Lauren will work with the team to walk the halls. She anticipates about 30 minutes of activity per week should easily get us to the super-majority or more! Please RSVP to [cgischel@fgcu.edu](mailto:cgischel@fgcu.edu) for a lunch count.
    - 2. Identify 10 new leader activists (perhaps from among these folks and new members that join) who will support the UFF-FGCU teams. They will be responsible for helping pack rooms at important events, leading the charge for using our voice to effect positive change and etc.
    - 3. A 2-4 day BLITZ with herself, Candy (Unit Director for North and Central Florida) and Valerie (NEA National representation). Door knocking. The goal is to focus on quality of the UFF-FGCU chapter, build new layers of leadership, activate our membership and help FGCU move forward in a positive manner.
  - vi. Lauren will be sending a link to contracts within the SUS and nationwide that could provide beneficial language for better articulating intellectual property and technology transfer as we grow into our 3<sup>rd</sup> decade. This will be also helpful for the Grievance Team, and others.
  
- 4. UFF-FUN update: Nora will draft language and ask Morgan or Win to forward an invitation to President Martin. She will also put a flyer in campus mail for him and his office.

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**New Business:**

1. Ways to increase membership
  - a. 3 for Free extension? May not be happening at this time, still under discussion. What are your thoughts?
  - b. Other see 3.a above
2. FGCU Newsletter: BeeJay will do this because he is good at it. Expect it to be delivered by the end of March.
3. All faculty e-mail use policy is being discussed at bargaining. It is clear that administration wants the UFF-FGCU chapter to be able to communicate with all faculty (not just membership). There is not yet a tentative agreement on that article. We are currently operating under a shared vision of that agreement. We need to have a discussion within UFF-FGCU about when and how to use this privilege to send email to all faculty. This will be discussed at a future EC meeting.
4. State Senate meeting:
  - a. Who is attending? Ran out of time. See minutes from last month for list.
  - b. Reimbursement policy (for Carolynne, non-Senator), but going to Grievance training. As per policy approved earlier in the year, UFF-FGCU will reimburse for any costs not covered by the State UFF>
5. Professional Enhancement/Development Award (PEDA?) committee members (2).
  - a. Morgan and Deb Giambo will serve for the UFF-FGCU.
6. Meetings with Provost Llorens Thursday's 10:00-11:30 ish?
  - a. March 1 Nora and Carolynne
  - b. March 22
  - c. (April 5)
  - d. (April 26)
  - e. (May 10)

**Standing Reports:**

1. Presidents: ran out of time
2. Bargaining:
  - a. Scott: There is a lot going on at the bargaining table. The tone is good. The Team is talking and makes changes. Four proposals are in state of revision and modification.
  - b. A concern about "letter of instruction" was brought up. Scott says that process will come to the table when they talk about Article 16 unless there is need to bring it sooner.
  - c. Carolynne will work with her Grievance Committee (item 3 below) to find potential language for the table as well as language about Chairperson training.
  - d. Scott will be sending a Bargaining update soon.
  - e. Lauren mentioned that you can put language about training for management in the CBA. She suggests that a couple of personality-suited people who like to do computer research (introverts) be put on the task of finding potential contract language via the link she will be sending around.
3. Grievance: Carolynne G. (chair) sent a note to membership soliciting volunteers to serve on the Grievance Committee (Article IX section I of the CBA). Ten persons volunteered. We discussed how to proceed. Motion by Nora, second by Judy to empower the Grievance Chair to lead on formulating the Grievance committee, devise rules of engagement, and such. The motion passed unanimously. Carolynne has accepted all volunteers to the Committee and will proceed with creating documents identifying purpose, process and the like. She has chaired large committees before and is good at it. The current members of the newly established Grievance committee are Wayne Cecil (Business), Nora Demers (UFF Secretary),

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Melodie Eichbauer (Social Science, History), Patricia (Ticia) Gingras (Bower School of Music and the Arts), Anne Harner (Marieb College of Health & Human Services/School of Nursing), Nairruti Jani (Social Work), Johnny McGaha (Justice Studies), Scott Michael (Bargaining Chair; Biological Sciences), Beth Nehamkin (Education Advisor), Monika Renard (Department of Management)

4. Membership: we linger about 48%. See above
5. Treasurer: we are in the black and within the approved working budget.

**Upcoming meetings:**

1. March 17, 2018 UFF-FUN 5-8-end Library Lawn. Planning is underway under the Leadership of Jaffar.
2. March 19 10:30-1
3. April 18 10:30-1
4. Chapter meeting March **TBD** 3-5 PM (Need to determine date for March (or April?) Chapter meeting)

**Good of the order:**

(Nora)

1. Regarding Provost Llorens comment in Senate that ALL construction and changes are suspended, but then we hear that 40 faculty need to vacate the library by early May. I have continued concern with marginalizing (primarily) instructors when they are most needed for student success. First they were moved out of Whitaker to the library, now they are headed to Mod 2. Can we ask folks in charge of allocating office space to consider a different criteria other than rank to do so (i.e. to best achieve student success)?
2. Summer scheduling- L&M or Llorens meeting? Maybe since L&M has so much to do we should ask Llorens to do summer with whatever team he gets through his invitation at Senate?
3. Ask about whether we can ask Admin to reconsider sick leave pool use changes that limited employees to a total of 3 months regardless of whether people donate their hours or the pool has it to donate.

(Carolynne)

Kudos to the EC. She feels good about UFF-FGCU and is happy to be a part of this EC team.

Respectfully Submitted,  
Nora Egan Demers  
UFF Secretary  
Feb 21, 2018