



UFF Executive Committee (EC)
MINUTES
Monday November 5th , 2018 SH 402
12:00-1 PM

Call to Order: 12:00

Attending: Win Everham (Prez, Senator), Senthil B Girimungan (VP, Senator), Nora Demers (Sec, Senator), Jaffar Ali Shahul-Hameed (FEA, Senator), Carolynne Gischel (Grievance Chair), Patrick Niner (Senator), Erik Insko (Membership).

Standing Reports:

President:

Meetings with Provost Llorens (Nov 5th 11:00 AM) attended by Patrick, John G, Nora and Win.

We discussed instructor pay fixes, conflict resolution task force, and sent a follow up note as below.

1. **Memo on instructor pay-** Patrick Niner is our point person. Please follow up with him on when and how this will be implemented (as per the memo you gave to Andi during our meeting today).
2. **World class faculty notification:** as per Win's e-mail of Wed Oct 31 6:45 PM request for details of whom received and how much salary adjustments for in-unit faculty (as per Article 4.3A). You said Andi would send the information.
3. We also need to ask for any adjustment for in-unit faculty since 2017.
4. **Conflict Resolution task force:** You promised to set up that meeting with the interested parties. Our assumption is that the Faculty ombudsperson seat may be answered by Dr Martin in advance of that task force meeting. *note also that the new CBA has language about educating supervisors of this process.
5. **Advisor pay appeal:** Advisors were promised written notice of their request for appeal within 1 week of the Sept 28th e-mail from Marisa Ouverson. They are still waiting. Could you please expedite them being informed, or direct us to the person to make this request to (Dr Cordova or?)

We also discussed what our role was at that table and what was appropriate to discuss and what should be going through other venues. We want to make sure we respect other governance mechanisms (Senate) and not "waste" the Provost's time. Thus far the Provost has been very accommodating and willing to listen. We agreed to plan further in advance for future meetings with a tentative agenda to be shared with the EC no later than 48 hours in advance of the meeting. The next meeting is Thursday Nov 29th. Please share any items you want considered ASAP.

Grievance:

Building stewards: Carolynne has received almost a dozen replies to her checkbox survey from folks willing to be building stewards. She and Erik continue with that process. Consult Grievance meeting minutes at <http://www.uff-fgcu.org/grievances.html> for details.

Know your CBA sessions:

Topic for the first session was Article 16s and 20. It went great! Had about 10 persons in attendance. It was good that Tony Barringer was there to answer questions, especially in regards to Article 16 (Disciplinary Action).

Next session will likely be in January and on Academic Freedom, works and inventions. We need help identifying who we should invite to be able to answer questions. If you have suggestions, (for on or off campus persons, lawyers, whatever) please let us know.

Regarding non-members: Faculty who choose not to pay membership dues are not eligible for representation from UFF-FGCU or UFF State. We can talk with them, but not give advice since the illusion of representation may make us as a chapter responsible for future legal bills. [Weingarten rights](#) are for Union members. [Garrity rights](#) are for all.

Title IX any person accused of an **action that may result in** disciplinary actions(?) should be apprised of the allegations *prior to* an initial meeting This is the link for FGCU's title IX page, <https://www2.fgcu.edu/equity/TitleIX.html> and the DOE Q&A Guidance on Title IX https://www2.ed.gov/about/offices/list/ocr/docs/tix_dis.html



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We endorsed and expressed appreciation for the actions of our Grievance chair (Carloynne Gischel) with all of the issues she has been addressing

Membership:

Lauren Byers is willing to come back to campus to help training and/or do another blitz. We suggested this be done January.

We reaffirmed support for reimbursing the dues of a long-standing member who was going to resign due to medical bills. We recognize that we need to articulate a more explicit criteria for such actions in the future (perhaps by-laws change). Erik will follow up with the Treasurer (Elizabeth) to be sure we are all set.

Treasurer:

HR consultant update: still waiting to hear from requests for information from others in the SUS.
Banner, polo shirts- last meeting we said we'd do this, and have not completed it yet.

Bargaining:

Survey faculty: Scott is asking for feedback on draft questions and what other questions that should be asked.

- Prep for 2018-2019 reopener (other topics for bargaining: Instructor expectations for promotion within rank, Process for change to ranked faculty, Increased pay for instructors with terminal degrees
Studies process and timeline
Data needed to bargain in good faith
Overload pays in different units
Current compensation for courses, thesis etc (to inform L&M review)

Labor and Management:

BeeJay says the team completed the uncompensated teaching criteria that have now been disseminated to the Units for completion and implementation. L&M has agreed that we should ask for reports back a year after implementation to see how it is going.

The next task is with the studies (Market, Compression and Inversion, Gender). As with the Uncompensated teaching, the findings will be reported back to the UFF for the next steps.

Secretary:

1. PERC status update regarding taking the advisors out of unit: Tom Brookes is delivering the Unfair Labor Practice and Unit Clarification to PERC this week. The first step is to determine "sufficiency" to have the case heard. That may take several days or more.
2. The EC was concerned about the lack of communication with membership regarding this issue. They mentioned hearing rumors from faculty and administration that the Union missed a deadline.
3. Carolynne will draft a separate note for Win to send to membership clarifying what is happening, and stating we missed no deadlines that we know of.
4. Marshall, UFF Executive Director told us that the charge for legal services for the Unit (UFF-FGCU) will be zero.

By-Laws: postpone till later, may include adding language about building stewards, also process for approval of CBA (EC must approve before ratification sent to membership).

CHAPTER MEETING: November 19th, 2018 11:30-1:00 CC 247 please plan to attend

Social may be last week of classes in December, likely at BJ's again.

Agenda items: Advisor situation, building stewards, uncompensated teaching, grievance and CBA updates, Growth in membership
Upcoming UFF-FGCU executive committee meeting:

Dec 3rd 11:30-1:00 PM SH 402 Send any agenda items along.

Plan for Spring meeting schedule.