



## MINUTES

UFF-FGCU Executive Committee meeting

06 November 2019 / Reed 223 / 12:00pm – 2:00pm

**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), Anne Harner (Senator), Win Everham (FEA delegate), Jackie Salmond (alternate Senator)

- I. **Chapter budget review and approval:** Motion to approve the UFF-FGCU budget by Nora, second by Carolynne. The UFF FGCU budget was approved unanimously. Elizabeth will bring the forms for the Presidents to sign at our next meeting so they can be sent to Sasha at UFF State
- II. **Bargaining (Scott):**
  - a. The UFF Team appreciates the members that are attending the bargaining meetings, and feel that it is making a difference in how managements behaves.
  - b. Our most recent counter-proposal was 2.8% ACB.
  - c. Thus far, management says they are willing to sign an MOU with UFF-FGCU to open up more than the requisite 2 articles during next year so we can continue with the efforts currently underway.
  - d. They are still considering all other items we are trying to bargain.
  - e. Tony Barringer continues to assure us he'll report on what Administration's response is for our counter proposals, complete with justifications. He explained that it has been difficult to get the Provost and President to discuss together, since they have both been doing so much traveling. He assured Scott this morning that he'd give an answer soon.
    - f. Bargaining meetings will resume next week twice weekly.  
Wed 11/13 2:00 SH 402  
Fri 11/15 4:00 MAR 402  
Wed 11/20 2:00 SH 402  
Fri 11/22 1:30 MAR 402

- g. We discussed other strategies, which will be continued at the Bargaining Planning meetings. Contact Bargaining Chair, Scott Michael to participate. ([smichael@fgcu.edu](mailto:smichael@fgcu.edu))
- h. Compression and Inversion study: There was a conference call with McKnight. They are amenable to providing just the raw data and will provide a quote for doing just the C&I portion soon. Discussion will continue at Bargaining

### III. Grievance (Carolynne):

- a. **SRHM** arbitrability hearing occurred Monday Oct 28<sup>th</sup>. Each party has 2 weeks to provide any additional items, (Nov 12). We expect to hear whether the arbitrator finds in favor of going to arbitration. If so, we may need to get a different arbitrator. "Arbitration is arbitrary"
  - i. Carolynne encourages us all to read Graham Picklesimer's Pre-Hearing Brief Submitted on Behalf of United Faculty of Florida Graham's grasp of the the English language is quite good. See especially p 11 '*quibbling about incantations*' and p 13 where he addressed the University complaint that *the "effort" involved in reviewing the cited articles is "fundamentally unfair."*
  - ii. Carolynne continues to field calls and meet with the faculty, some of who said they feel 'abandoned' by the Union. She suggested, and the EC agreed, to have a lunch meeting with the SRHM faculty. (note: Carolynne was told that two new job descriptions were just posted, that look quite similar to the people whose contracts were violated.) However, at 11:30 (Nora did not see them at the FGCU Faculty Jobs page)
  - iii. Jaffar volunteered to initiate drafting a resolution to put before the FGCU Senate asking them also for a show of solidarity in expecting the CBA be followed.
  - iv. We may also prepare a press-release.

### IV. FEA report (John):

- i. The FEA FUND OUR FUTURE bus stopped in SW Florida Monday. <https://twitter.com/profjaffar/status/1191518567847608332>
- ii. Show support for their campaign to INCREASE EDUCATIONAL FUNDING AT ALL LEVELS - Work with other K-20 educators, talk to your school board and legislators.

### V. Membership (Erik):

- a. We are at 57%. Only 13 more faculty are needed to become members to reach our goal of 60%. He provided a table of % density for each Faculty since 1997.

In-unit	Members		Percentage
	473	272	
			58%
Hire Date			
2019	60	23	38%
2018	30	15	50%
2017	33	18	55%
2016	28	17	61%
2015	28	19	68%
2014	25	15	60%
2013	17	12	71%
2012	30	19	63%
2011	21	15	71%
2010	25	16	64%
2009	14	8	57%
2008	14	9	64%
2007	22	13	59%
2006	25	15	60%
2005	16	9	56%
2004	17	13	78%
2003	10	7	70%
2002	7	4	57%
2001	8	5	63%
2000	10	4	42%
1999	6	2	33%
1998	4	3	75%
1997	23	10	43%

**b.** The 2019-2020 Cohort needs more new members! Please check the spreadsheet and invite your non-member colleagues to join.

- VI. **Diversity Officer**-language was proposed to add to that new officer position to UFF-FGCU bylaws Jaffar. Motion by Win, second by Scott, unanimous support. We will proceed to make it official.
- VII. **Provost meetings:** Scott, Carolynne and Patrick last met with the Provost Oct 23<sup>rd</sup>. Scott will forward to the EC the summary he e-mailed to Dr Llorens after the meeting.
- VIII. Consult your home emails about other the (formerly)-uncompensated teaching policy.

IX. **Community building:**



**Fall social 4:40-6:30 PM November 21, 2019 BJ's Gulf Coast Town Center**

Hors d'oeuvre and 2 drink tickets for each member and guest.

X. Meeting adjourned 2:10 PM

Next meetings:

Wed, Nov 20 2019

12:00 P.M. - 2:00 P.M. RH 125

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**