



MINUTES

UFF-FGCU Executive Committee meeting

27 January 27, 2020 / MH 203A / 1:00 pm – 3:00pm

Call to order: 12:10 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), Senthil B. Girmurugan (Vice President), Jaffar Ali Shahul Hameed (Senator, UFF State VP, FEA delegate and FEA Governance Board Member), Erik Insko (Membership), Anne Harner (Senator), Win Everham (FEA Delegate), Molly Nation (Senator), Carolynne Gischel (Grievance), Nora Demers (Secretary)

Call to order 1:05 PM

Approved minutes of Jan 13 with changes

President's report:

- a. Resource reallocation meetings scheduled for Jan 31st 3-4 PM in Edwards 309. Scott and Patrick will be attending, to listen for how these efforts may influence the CBA. (FYI: Anne Harner will be there representing the Faculty Senate). We discussed impacts of this being done through Dr Cordova's office rather than Academic Affairs. There was also some discussion to consider if it program-level PIP's might be an appropriate and humane way to address the evolution of academic programs. Role of UFF-FGCU is to defend the contract.
- II. **Bargaining**
 - a. Scott and Tony have been trying to meet to plan bargaining and the C&I study. Scott will be sending out a poll so the UFF FGCU bargaining team can proceed with planning for bargaining regardless.
- III. **Grievance:**
 - a. Advisors:
 - i. PERC ruling:
 1. came out in favor of the Union on the afternoon of Jan 14th. They found in favor of the Union in all matters addressed, and found the FGCU administration guilty of unfair labor practices.
 2. On Jan 22nd the FGCU administration appealed the decision. It is our understanding that the Administration will continue to treat the advisors as if they are out of unit. We discussed concerns

about fiduciary responsibility in addition to treatment of employees, whether Union members or not.

3. A draft op-ed will be composed.

b. SRHM:

i. UFF-FGCU was informed by SRHM faculty that they got told letters were being sent to tell them their contracts were being extended until May 2022 rather than May 2020. The UFF-State/FEA person had not gotten any official notification from the Administration lawyers regarding this issue, nor have they yet.

IV. **Membership:** 1 new member from the faculty and 12 advisors. Erik will send them onto HR for processing and send a note welcoming all new members to our organization.

V. **Treasurer:** Discussion about approved budget and new money-related actions occurred. We agreed to transfer monies allocated to UFF-FUN for the Baseball night event (Feb 29th Hammond Stadium Twins vs. Pirates). Motion by Carolynne, second by Scott to have Anne H proceed to agree to up to \$3000 to reserve 2 box suites for this event. (Carolynne received quick and diverse support for the proposal via the survey that went out last week).

VI. **PR student hire status:** Carolynne is working on getting a draft contract for the UFF-EC to approve and then she will contact the candidates.

VII. **Community building:**

a. Jan 31st Cohen Center room 201 Celebrate the Contract and other UFF-wins.

VIII. Other business:

Next meetings:

Monday Feb 10th 1:00-3:00 PM MH 203A

Monday Feb 24th 1:00-3:00 PM MH 203A

Monday Mar 9th 1:00-3:00 PM MH 203A

Monday Mar 23th 1:00-3:00 PM MH 203A

Monday Mar 9th 1:00-3:00 PM MH 203A

Respectfully submitted,

Nora Egan Demers, Secretary

Faculty success IS Student success.

STRONGER TOGETHER