



**UFF-FGCU Chapter Meeting Minutes**  
**Monday April 16, 2018**  
**11 AM- 1 PM**  
**SRHM 111**

**Attendance by sign in**

38 attending: 20 CAS, 6 COE, 3 Library, 5 LCOB, 4 Marieb College

1. Viewing of the FEA - history the [1968 teacher walkout](#). Why the members of FEA left their classroom - and stayed out - to pave the way for better learning conditions for our public school students (played as we congregate for the meeting and get refreshments).
2. Pick up your UFF-FGCU tumbler

**Call to order:**

1. Election results: entire slate won:
  - a. Co-Presidents: Paine and Everham
  - b. VP: Senthil
  - c. Treasurer: Johnson
  - d. Secretary: Demers
  - e. Membership Insko
  - f. UFF Senators: Paine, Wilkerson, Shahul-Hameed, Demers, Niner, Senthil, Michael, Petry
  - g. FEA Delegates: Shahul-Hameed, Griffis, Gischel, Michael, Coughlin
2. Open remarks from election:

	<b>We hope we have done a good job representing FGCU faculty this year, and would appreciate any feedback on that, as well as how we might be able to better represent UFF-FGCU in the future. Please take a few more moments to tell us your thoughts. Stronger Together!</b>
	I very much appreciate all of your hard work. Because of time constraints, I do not show up to meetings. But I am very appreciative of the important work that you all do on behalf of the faculty.
	I cannot thank you all enough for your service and commitment.
	Wonderful job!!!!!!!!!!!!!!
	Thank you for all of your hard work.
	Can the union provide the membership with a budget report? I'd like to see where my money goes. Can the union provide a list (sorted by department) of everyone in the union, it would be easier to recruit new members if I new who wasn't already in the union.
	I have the sense that the UFF is stronger. More people are joining. I have the sense that the UFF is willing to be adversarial when necessary, a stance which it previously lacked. I also sense that it has a more collaborative relationship with the new university administration. A real test for the UFF is whether there are raises this year and what the UFF is willing to do to get them. But I am pleased with the work of the UFF this year and proud to be a member.
	I would like to see more consideration of a path for instructors to move into a position as asst. professor if qualified. The faculty senate looked at this issue last year and recognized that there are many who are qualified, and take on many duties above what is expected by an instructor, due to the needs of their program.
	Thankful for good colleagues!

3. President remarks: **Everham:**

- a. Happy with Team and progress this year. We appear to have reached over 51% membership, perhaps for the first time ever. Teamwork is what is making it work so well.
- b. Bee Jay is leading Labor and Management (L&M). It took a while to get started, but rolling now, being charged with addressing uncompensated teaching.
- c. Grievance: Five percent of membership volunteered to be on Grievance Team, all were accepted.
- d. Bargaining: Patrick Niner and Scott Michael have led us over summer and fall/spring respectively. Upcoming step is to propose that the pre-promotion requirement become voluntary for a set number of years as a trial.



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- e. BeeJay is now on the Faculty Senate Leadership Team. It is nice to have this “cross=pollination”

**Paine:** The new administration is working with us. Management has incredible authority and power in Florida. The Unions have no ability to strike, so that cannot be used to persuade. Our biggest persuasive tool is explaining that it could be hard to find faculty to replace us. Of the approximately 520 faculty lines, about 420 are in until, and of them roughly 25% (116) are instructors. With an average pay of \$51K, and a median even lower. Salaries range from over \$220 K to less than \$37 K. This should be taken into consideration when bargaining.

- 4. Updates from teams:
  - a. Bargaining: **(Michael)** is here to make a difference. Appreciates Niner taking him under his wing. There have been many changes in administration, and that has made a difference at the bargaining table with huge progress being made on several articles, and more underway. For example:
    - i. Promotion pay was (finally given) to all who were promoted last year.
    - ii. UFF-FGCU can now communicate with ALL faculty using e-mail (prior was limited to UFF members).
    - iii. UFF-FGCU can communicate with BOT
    - iv. Open book this year. See the newsletter that was just sent out for more details. Highlights Article. 5 faculty choose their books.
    - v. Article 23 UFF-FGCU and FGCU administration will conduct several studies on a 4-year basis:
      - 1. Compression and inversion
      - 2. Market
      - 3. Gender and diversity
      - 4. The administration will then have data to decide on salary decisions
    - vi. Article 9 uncompensated teaching- will be addressed by unit, and with Labor & Management.
    - vii. In the next couple months we'll know where we stand in the metrics and can go back to discussing our compensation. We have data that shows a correlation between salary and placement in the metrics.
    - viii. Will probably try to ratify early in Fall of 2018.
  - b. Labor and Management Team **(Senthil)**:
    - i. Summer is now demand driven rather than a set budget. It may take until next year to roll out across all units.
    - ii. Next meeting May 1<sup>st</sup>, focus will shift to uncompensated teaching.
  - c. Membership **(Cooke)**:
    - i. We have 215 members as of April 13, 2018 (6 more members needed to exceed 50%).
    - ii. We now have 14+ members on our “Membership Organizing Team.” This team is in place to help the Membership Chair organize and grow new membership. Our first meeting/training with Lauren Byers (UFF state office) was on March 28. We had 14 attendees. Additional team members are welcome! Lauren will reach out to team members in the next week or so to see how things are going. She is also willing to come to campus and recruit with us.
    - iii. Lauren Byers (UFF state office) has just informed us that our FGCU chapter is eligible for Member Organizing Project grant funds! Funded by the National NEA and AFT, this grant will give money to 5 Florida state chapters to help with organizing. Due to our extraordinary leadership skills, we were identified as one of those chapters. Three UFF members at FGCU may individually apply. If selected, NEA and AFT will pay them \$20 an hour to organize and recruit members. More information will be coming soon from Lauren.



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- iv. June 12 – June 13, 2018: Summer Organizing Academy. Two day intensive training for members. Open to any members who are interested. Estimated hotel cost is \$150 per night. I believe training is free but chapters pay hotel costs on behalf of members. More information is coming.
  - v. Rachel is looking forward to helping the new membership chair transition into place in August but will continue to serve on the team.
  - d. Treasurer (**Johnson**): We are solvent, and within the budget we set for the year. Most money is spent on membership: UFF-FUN day, membership reimbursements, state, chapter and executive meetings, tumblers.
  - e. Grievance (**Gischel**) started as chair in February, eleven-person Team has met three times. Working on “letter of instruction” language to bring to bargaining table, also article 16.
5. Open discussion:
- a. Solicit input on chapter goals and priorities for next academic year:
    - i. Some would like to be able to teach more than one summer course
    - ii. Be sure to take into account that some faculty are 12 months.
    - iii. Equity among all units in terms of entire work load, not just salary
    - iv. We may want to ask for a faculty ombudsperson, position vacated by Deb Giambo earlier this year.
    - v. Instructors (Teaching Titles, process for moving from instructor to ranked position)
    - vi. PIPs/Disciplinary Action
    - vii. Forensic Accounting
    - viii. Promotion Process: Eliminate pre-promotion
    - ix. Phased Retirement: Is age of eligibility – under 63 – age discrimination?
    - x. State is pushing Merit pay need to address
6. Next Executive Committee April 18 10:30-1 SH 223

Respectfully submitted

*Nora Egan Demers*

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Secretary, UFF-FGCU