

1 Bargaining Team Meeting Notes  
2 October 12, 2011  
3 AB5 210, 9:00 a.m. – 12:00 noon  
4

5 Participants: Darlene Andert, Jennifer Baker, Tony Barringer, Steven Belcher, Lucero Carvajal, Lois  
6 Christensen, Ines Delgado-Alberto (observer), Beth Elliott, Joan Glacken, Madeline Holzem, Maddy  
7 Isaacs (facilitator), Kathy Miller (note taker), Monika Renard, Hudson Rogers, David Vazquez (by phone),  
8 Jim Wohlpart.  
9

10 Steve indicated that David Vazquez would be available by phone to discuss budget issues.  
11

12 Meeting notes of October 11, 2011 were revised and approved as amended. There were no substantive  
13 changes.  
14

15 Maddy opened the discussion by noting that we ended the previous meeting early and UFF is awaiting a  
16 management response to the UFF's request to implement the raise as of December 1, 2011 instead of  
17 January 1, 2012 by finding an additional \$45,000.  
18

19 Steve noted that Hudson had previously provided approximate data about FGCU's raise history and he  
20 asked Jennifer to share data which she had compiled. Jennifer distributed a chart describing salary  
21 increases since FY 04-05, which specified what portions of the increases came from the State and what  
22 were provided by the University. The handout also provided projected figures for FY 11-12. Maddy  
23 noted that the estimates Hudson provided on October 11 were very close to the actual figures provided  
24 in the handout.  
25

26 Steve offered to contact David Vazquez to have him talk with the Team by phone. Monika said she was  
27 hoping management had already talked with him and had some answers. Maddy asked Steve if he could  
28 give some indication of whether or not it is possible to find the \$45,000 of one-time funding for a  
29 December 1, 2011 implementation of a 2% salary increase.  
30

31 Steve said that he had spoken to the Provost, who in turn spoke with the President, and the 2% is what  
32 is being offered effective January 1, 2012 as a base salary increase for 2011-2012. Steve explained that  
33 the raise pool is determined by a number of factors that we have previously discussed at the table and  
34 he said that those factors have not changed. Beth asked "So the answer is no." Steve responded, "Yes  
35 that is correct" as far as the amount or start date.  
36

37 Monika asked what things management could offer to improve the raise. Steve said that he does not  
38 know. He stated that the focus is on opening Article 23 to bargain and change what was ratified in the  
39 spring. Monika said that there has to be something else. Maddy said that Steve's response means that  
40 we are here to ratify what was prematurely offered and rubber stamp it as okay. Steve said we are here  
41 to talk about the language of Article 23.4 so that we can bargain and ratify a change from zero (0) to 2%.  
42 Maddy asked how management sees this process as different from rubber stamping the premature

43 announcement. She said that we are here to find a way to address faculty compensation. Maddy said  
44 that the UFF was here to represent the faculty in good faith bargaining and not rubberstamp what was  
45 announced. Steve said that the Team is here to bargain over previous language which says that there  
46 would be no raise for 2011-2012.

47

48 David Vazquez joined the meeting by phone. David said that every day is a dollar and the University  
49 would have to identify additional resources to move the date back (before January 1). He said that the  
50 factors of timing and amount offered were determined by the dollar amount we have to work with and  
51 that it is a matter of balancing competing priorities with limited funding.

52

53 Monika asked if moving the date to December 1 would cost about \$45,000. David said that figure is  
54 about right. He added that he was not claiming the amount is a king's ransom; just that it is a complex  
55 question in the current budget environment. David added that just recently the revenue estimates for  
56 the State were lowered at the General Revenue Estimating conference on October 11. He said that this  
57 continues to be a difficult financial environment and while he does not anticipate a budget rescission for  
58 the current year, he does anticipate a 5-10% cut for next year unless there is a change in the economic  
59 environment. He said that this recent development is also a factor in making decisions.

60

61 Maddy said the \$45,000 to pay the raise on December 1 would be a one-time distribution. David agreed  
62 and added that the cash still has to be found in this year's budget. David went on to say that given the  
63 current economic environment the timing of the raise was a part of the decision that also included a  
64 consideration of 2011-2012 enrollment. He said that he thinks it was a good decision, but he was caught  
65 a little off-guard when the cabinet announced the decision to move forward with a bonus plus a 2%  
66 raise because of the economic environment. He said that moving the effective date to December would  
67 mean having to find the funds. The phone call ended.

68

69 Maddy returned to her earlier question. She said that this appears to be nothing but a rubber stamp of  
70 a premature announcement. Steve said we have been at the bargaining table for three days, listened to  
71 UFF's interests, and have discussed them here and also with the Provost and President. He said that  
72 management has considered all the interests and looked at the budget situation and we have, on both  
73 sides, bargained in good faith. Steve added that UFF seems to have forgotten that there is good news  
74 here as we have received a bonus of \$1,000 and on top of that we also have an offer of a 2% raise and  
75 that is a good message to bring to faculty. He said that the UFF seems to have forgotten that there is an  
76 offer of a raise for 2011-12 when in the current CBA we had previously agreed that there would be  
77 none.

78

79 Maddy observed that they have not forgotten. She said that she is querying that management has said  
80 that there is no money to give the raise earlier and has looked at that against other priorities. She said  
81 that is the part that rancor's her as the faculty is not viewed as a priority. If the President had said the  
82 faculty is a priority, she observed, then David would find \$45,000 to make it happen. Steve said he  
83 disagreed. Jim said he strongly disagreed and he would submit that the President has made the faculty a  
84 priority as evidenced by the 2% raise and bonus. Monika said that staff and faculty all got the same thing

85 so that means there is no indication that the faculty are special. She said that it is like saying that faculty  
86 are just people in the organization.

87  
88 Hudson said that he has not heard management say there is no money to fund the \$45,000. Monika said  
89 that was exactly what UFF heard and asked if Hudson was saying that money is available but  
90 management is not willing to spend it on faculty. Hudson reviewed David's earlier remarks and said that  
91 many factors were considered in determining what could be offered. Maddy said Hudson was  
92 confirming that doing something additional for faculty was not a priority. Hudson said that was Maddy's  
93 characterization of his remarks, but not what was said. He referred to the notes from the October 11  
94 meeting about the BOT budget workshop where we learned that the University only has about \$450,000  
95 in uncommitted funds after making allocations across various categories to include the commitment to  
96 fund the bonus and a 2% raise. Jennifer said those funds would be distributed throughout the year  
97 based on needs. Hudson said we do not do zero-based budgeting; we budget at the margin so that in  
98 general there are only the new funds to be spread across the array of priorities. He noted that one such  
99 priority has been faculty promotion increases which come off the top.

100  
101 A caucus was called by UFF.

102  
103 When the Team reconvened, Maddy indicated that she had to leave and Beth would facilitate the  
104 remainder of the meeting.

105  
106 Monika asked if management would engage in brainstorming to come up with ideas to give faculty  
107 something. Hudson asked if the Team was truly using the IBB process because he was hearing positional  
108 bargaining language in the statement that UFF must get something. Maddy indicated that UFF is  
109 hearing the same from management. We are giving you 2% and nothing more or earlier and that is a  
110 position too. Hudson acknowledged that is a perception. Beth responded that UFF is interested in  
111 brainstorming and said that she wanted to apologize if it appeared that the UFF was positional.

112  
113 Beth said that UFF appreciated all the information that has been given, but still had an interest of having  
114 something before January 1. Beth suggested that the Team spend the next 45 minutes to an hour  
115 brainstorming other ways to compensate faculty. She suggested that this could be done by providing  
116 such things as faculty development funding, parking, or seeking Foundation funding to move the raise to  
117 December 1.

118  
119 There was discussion about past and current funding of professional development. Brainstorming  
120 ensued and a number of options were generated.

121  
122 **Brainstorming**

123  
124 Increase Travel Funds in Colleges (E&G)  
125 Professional Development Funds in Senate (E&G)  
126 Professional Development Funds in Senate - Foundation to match \$50k

127 Professional Development Funds increased to match number of faculty  
128 Professional Development Funds added to Senate to free up funds for professional development in the  
129 colleges  
130 Parking - Reduction in rate for general parking  
131 Parking - Not charging for parking for a time period  
132 Provide Raise earlier than January 1, 2012  
133 Divert funding from Peter Seldin Workshop to faculty  
134 Payment to faculty who have classes larger than 50  
135 Stipend for faculty attending course design academe  
136 Time off for Professional Development Day  
137 Focus on Faculty Development through the Teaching Learning Academy Initiative (TLAI)  
138 Run seminars on research methods  
139 Celebration of Faculty without having to go through an application process -- highlighting  
140 accomplishments of different faculty members on different days  
141 Providing faculty with help with statistics - Quantitative Analysis  
142 Pay someone to help faculty run stats to assist faculty with research  
143 Providing faculty with help with Qualitative Analysis  
144 Pay faculty to run courses to train other faculty  
145 Create a Research Center - a group of faculty who will meet and talk about their research  
146 Create an Internal Directory of Faculty Resources (Internal Wiki) so that faculty can find other faculty  
147 with varying expertise  
148 Provide faculty with connections with Practitioners to further research  
149 Provide faculty with tuition reimbursement vouchers - for degree and non-degree seeking courses  
150 Parking: provide gated parking lot to ensure students kept out of faculty parking lots  
151 Faculty Lounge  
152 Faculty Lounge in SoVi  
153 iPads for Faculty  
154 Faculty Resource Center for Copies and Scantron  
155 Webinar(s) for Research  
156 Recognition for which the faculty does not have to write or apply  
157  
158 Beth said that we need to evaluate the ideas and see which fit into the current article that is open.  
159 Monika said that everything needs to be in the contract. She said that in the past we have done things  
160 without CBA language. Jim asked if there was anything on the list of ideas that would be covered by the  
161 CBA  
162  
163 Beth said that brainstorming time was up and to move forward we might want to categorize the ideas  
164 and see if there are shared interests. She said that things on the list may not result in CBA language. Jim  
165 asked if anything on the list is contract specific. Monika said, "raise paid early." Beth suggested that we  
166 look at the criteria for evaluating options.  
167

168 Jim said he appreciated faculty thinking “outside the box” and moving forward in a positive way. He  
169 added that management would like some time to digest the ideas which were generated as most were  
170 expected and there is the need to collect relevant information to be able to respond.

171  
172 Beth said that something such as funds in the colleges, providing the raise earlier, and more money in  
173 the Senate, could be looked at and answered at the table. She said that we are facing a time limit with  
174 getting an agreement but understands that some things deserve time to research given the long-term  
175 implications.

176  
177 Steve noted that some items on the list have a cost and others may not have a cost but that they are  
178 worth discussing. He said that we have provided management’s offer concerning Article 23.4. He said  
179 that there may be shared interest on the list but he was not sure if the items are related to the article  
180 that is open or the offer that has been provided by management. Steve said that at the start of the  
181 brainstorming session he had no idea we would be able to fill the board with ideas. He said that it is a  
182 testament to the spirit of what can be discussed and what we have done at the table. He said that there  
183 is a bargaining session scheduled for next week and we could come back having reviewed the ideas.

184  
185 Beth observed that we are all interested in making the University a better workplace and it would be  
186 appropriate to continue the discussion at the next session. Madeline said that it would be good to come  
187 back and categorize the items. Beth said that it would be good to see if there are mutual interests for  
188 making this a better place. She said that we do not have to limit ourselves to just one item on the list.

189  
190 The Management Team will facilitate the next meeting to be held Tuesday, October 18, 2011 from 1pm -  
191 4pm in AB5 Room 210.

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193 The meeting concluded at 11:15 am.

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