

## Collective Bargaining Meeting Minutes

Wednesday, August 7, 2019

MAR 402: 1:00pm-3:00pm

### Attendees:

Dr. Tony A. Barringer, Chief Negotiator; Associate Provost/Associate Vice President for Academic Affairs	Dr. Scott Michael, Professor, Biological Sciences, UFF Chapter Co-President
Dr. Joan Glacken, Interim Dean, Marieb College of Health & Human Services	Dr. Win Everham, Professor
Dr. Tanya Benford, Chair/Associate Professor, College of Business, Accounting	Dr. Nora Demers, Associate Professor, Biology & Interdisciplinary Studies
Dr. Roger Green, Chair/Associate Professor, Political Science and Public Administration	Mr. Patrick Niner, Instructor, College of Arts & Sciences, UFF Chapter Co-President
Dr. Beth Elliott, Chair/Professor, College of Education	Dr. Judy Wilkerson, Professor, College of Education, Leadership, Tech & Research

### Absent:

Mr. David Vazquez, Director, University Budgets	Dr. Carolynne Gischel, Assistant Professor, College of Education
	Dr. Anne Harner, Assistant Professor, School of Nursing

### Meeting Highlights

- Meeting began at 1:08 pm.
- UFF brought forward information regarding the compression & inversion study that is going to be conducted.
  - Currently in the stage of contacting and sharing information
  - Discussing the option of an internal study as well as have been in contact with two outside firms
  - Labor & Management Committee has expressed concern about the internal process & their ability to complete the tasks wanted & would like more information on the two external firms
  - Both outside firms would have access to data. One outside firm has more experience with working with administration vs. the other outside firm has less experiences but has more of a shared governance model
  - Labor & Management Committee has asked the bargaining teams (UFF & Management) to explore both internal and external options as well as explore pricing options between both firms for compression & inversion study in addition to potentially adding equity and market studies
- UFF suggested presenting the faculty both internal and external options to review as well as suggested reconfiguring the Labor & Management Committee and go with the company that provides a more shared governance model
- UFF & Management agreed to present Labor & Management Committee with internal & external options in order to make their recommendation
- UFF & Management will continue to work with both outside firms to receive quotes for compression & inversion study as well as the cost differential to add the equity and market studies as well
- Management discussed that as of August 1<sup>st</sup>, each unit (aside from CAS which asked for an extension) has been asked for their process and procedures for uncompensated instruction and research
- Management asked UFF aside from Article 23 which articles they would like to open
- UFF proposed to open Article 3 and Article 6
- UFF provided some potential suggestions to change language
- UFF also made a proposal regarding Article 23; 6% increase across the board for all unit faculty
  - UFF suggested that there is a discrepancy between the low and the high end for in-unit faculty & FGCU is not in line with all of the other SUS institutions
- Meeting minutes reviewed and approved with edits.
- Meeting adjourned at 2:22 pm.

**Next meeting: Friday, August 9, 2019; 10am-12pm.**