

**2011-2014**  
**FGCU – UFF Chapter**  
**Collective Bargaining Agreement**

**2012-2013 Re-opener Meeting Minutes**

May 30, 2012  
9:00 am – 4:00 pm  
LH 4200

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**ATTENDEES**

UFF Bargaining Team: Darlene Andert, Maddy Isaacs (Chief Negotiator), Monika Renard

Management Bargaining Team: Tony Barringer, Steven Belcher (Chief Negotiator), Lois Christensen, Joan Glacken, David Kakkuri, Hudson Rogers, Jim Wohlpart

FMCS Mediator: Sue Putman

Handouts Provided to UFF: Management Counter-Proposal #2 - Article 17 Leaves  
Department of Labor (DOL) Publication 1420 Revised January 2009 – Employee Rights and Responsibilities under the Family and Medical Leave Act  
DOL Form WH-382 January 2009 – Designation Notice (FMLA)  
DOL Form WH-381 Revised January 2009 – Notice of Eligibility and Rights & Responsibilities (FMLA)  
DOL Form WH-380-E Revised January 2009 – Certification of Health Care Provider for Employee’s Serious Health Condition (FMLA)  
DOL Form WH-380-F Revised January 2009 – Certification of Health Care Provider for Family Member’s Serious Health Condition (FMLA)  
DOL Administrator’s Interpretation No. 2010-3 June 22, 2010 – Subject: Clarification of the definition of “son or daughter” under Section 101(12) of the FMLA as it applies to employees standing “in loco parentis” to a child  
IR Publication 501 – Exemptions, Standard Deduction, and Filing Information (pages 10, 11, 12, and 16)

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1. Meeting minutes of May 21, 2012 reviewed and approved.
2. Steven Belcher announced that he had spoken with the Provost about retiring in fall of 2012 and because of this decision Hudson Rogers will be assuming the role of Chief Negotiator for the Management Team beginning with the June 1, 2012 Bargaining Session. He will continue on the Management Team until his separation.
3. The Management Team provided to UFF the Management Counter-Proposal #2 on Article 17 – Leaves and gave a review of the changes to the proposal.
4. Following a caucus, the UFF provided an oral response to the Management Counter-Proposal #2 on Article 17. The parties also identified the specific proposal language changes to Article 17 that to date were mutually acceptable.
5. The UFF provided management the UFF’s counter-proposal to Management Proposal #1 on Article 20 dated 04-20-2012. The UFF also provided a review of the UFF’s written response (provided by Maddy Isaacs to Steven Belcher via 05-14-12 email) to the Management Proposal #1 for Article 20 (dated 04-20-12) and discussed language from Management’s proposal that is acceptable to UFF.
6. The parties agreed that at the next bargaining session scheduled for June 1, 2012, Management would present the UFF with Management’s Counter-Proposal #3 on Article 17 retaining tracking for agreed upon changes in

language and highlighting areas for further discussion. Time permitting Management committed to provide its Counter-Proposal #2 on Article 20.

7. The Parties confirmed the future bargaining sessions as outlined below.

Future Bargaining Sessions:

<b>Day</b>	<b>Date</b>	<b>Time</b>	<b>Location</b>
Friday	June 1, 2012	9:00 am – 4:00 pm	LH 4200
Tuesday	June 5, 2012	9:00 am – 12:00 pm	LH 4200
Friday	June 8, 2012	9:00 am – 12:00 pm	LH 4200
Monday	June 11, 2012	1:00 pm – 3:30 pm	LH 4200
Thursday	June 14, 2012	1:00 pm – 4:00 pm	LH 4200
Monday	June 18, 2012	1:00 pm – 3:30 pm	LH 4200

NOTE: Information related to 2012-13 re-opener bargaining is provided at:

<http://www.fgc.edu/Provost/barginingschedule.html>