

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

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

July 11, 2012  
1:00 pm – 4:00 pm  
LH 4200

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**ATTENDEES**

UFF Bargaining Team: Maddy Isaacs (Chief Negotiator), David Steckler

Management Bargaining Team: Jennifer Baker, Steven Belcher, Lois Christensen, Kathy Miller (Chief Negotiator), Hudson Rogers,

FMCS Mediator: Ines Delgado-Alberto

Handouts: Emails related to “Article for Bargaining” dated September 26, 2011  
Bargaining Team Meeting Notes – November 10, 2011  
Chapter 97-103 Laws of Florida (page 1 and page 107)  
2011 Florida Statutes Chapter 447.301  
Management Proposal #4 – Article 23 Salaries  
Management Proposal #4 – Article 20 Informal Resolution, Grievance and Arbitration Procedures

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1. Meeting minutes of July 10, 2012 reviewed and approved with two changes.
  2. Management provided UFF copies of emails dated September 26, 2011 from Monika Renard and Steven Belcher regarding the parties’ written notifications of the article each party was reopening for the 2012-2013 negotiations, in accordance with Article 29.2. As part of the handout, management also provided UFF a copy of the November 10, 2011 Bargaining Team Meeting Notes and discussed the different positions of the parties regarding the UFF proposal to open Article 31.2 during the July 10, 2012 bargaining session.
  3. Management provided the UFF with Management’s Proposal #4 – Article 23 as a counter to the proposal that the UFF provided on Article 23 dated July 10, 2012. Management indicated that its proposal is in response to prior discussion regarding Section 23.6 - Merit Increases and also corrects the fiscal year dates provided in Management Proposal #3 for this Article. The parties discussed management’s proposal for Section 23.4 A. – Salary Increase for Promotions for 2012-2013; including the UFF proposal to increase the promotion percentage for Instructor and Advisor level III to 12%. The parties expressed a mutual interest in finding an approach that will result in faculty who have been approved for promotion in FY 2012-2013 receiving the promotional increase effective on August 7, 2012.
  4. Management provided UFF copies of Chapter 97-103 Laws of Florida (page 1 and page 107) and the 2011 Florida Statute for Chapter 447.301. The parties discussed the legislative history of changes enacted to Section 447.301(4) and the Galbreath v School Board of Broward County decision. The parties discussed their respective

interpretations of how the language in 447.301(4) relate to the arbitration representation process in Article 20 – Informal Resolution, Grievance and Arbitration Procedures.

5. Management provided Management Proposal #4 – Article 20 – Informal Resolution, Grievance and Arbitration Procedures to UFF counter-proposal for Article 20 dated July 11, 2012. The parties reviewed and discussed the proposal up through line 172, at which the scheduled meeting ended.
6. Management indicated that at the next bargaining session scheduled for Tuesday, July 17, 2012, management would complete the review of Management Proposal #4 for Article 20 and Management would also present a proposal to address the mutual interest of providing the 2012-2013 promotion increases to eligible faculty effective August 7, 2012.

Future Bargaining Sessions:

<b>Day</b>	<b>Date</b>	<b>Time</b>	<b>Location</b>
<b>Tuesday</b>	<b>July 17, 2012</b>	<b>9:00 am – 12:00 pm</b>	<b>AB5 309</b>
<b>Tuesday</b>	<b>August 7, 2012</b>	<b>9:00 am – 12:00 pm</b>	<b>LH 4200</b>
<b>Thursday</b>	<b>August 9, 2012</b>	<b>9:00 am – 12:00 pm</b>	<b>LH 4200</b>

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

<http://www.fgcu.edu/Provost/bargainingschedule.html>