

1 **IBB MEETING NOTES**

2 **January 28, 2011**

3 **2:00 p.m. – 4:00 p.m.**

4 **AB5 – Room 210**

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7 **In Attendance:** Morgan Paine, Madelyn Isaacs, Monika Renard, Debra Giambo, Jeff Kleeger,
8 Lucero Carvajal, Halcyon St. Hill, Jennifer Baker, David Vazquez, Madeline Holzem, Lois
9 Christensen, Kathy Miller, Jim Wohlpart, Hudson Rogers (note taker), Sue Putman

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11 Hudson started the meeting by indicating that in conversation with Morgan, the parties had
12 agreed to meet today to begin the process of bargaining for the 2011-2014 agreement and to
13 discuss the scheduling of Interest Based Bargaining (IBB) training. He indicated that they had
14 also talked about scheduling times for bargaining.

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16 Morgan agreed to chair the meeting. He said that he was pleased that the Management Team
17 was at the table. He said that it renewed his faith in the ongoing commitment to the IBB process
18 and the scheduling of a time for IBB training and renewal seems in order. He asked for ideas on
19 scheduling the IBB Training session. Following some discussion the parties agreed to have at
20 least one (1) full day of IBB training. It was also agreed that during the first session following
21 the training the parties would identify and work on some of the non-contentious aspects of the
22 Agreement in order to practice the IBB concepts discussed during the training.

23
24 Morgan indicated that going through the training is important as it would help the IBB Team
25 from reverting to bad habits during bargaining. He stated that it seemed impossible to get times
26 when everyone is able to attend. He suggested that the times should be scheduled so that most
27 people could attend and indicated that such a schedule would be a good start to the proceedings.

28
29 Following an introduction of the team members, the parties worked on scheduling the date for
30 IBB training and dates for bargaining. It was agreed that for whole day sessions lunch would be
31 provided with the parties sharing the costs. The partial schedule (with locations to be decided) is
32 as follows:

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- 34 • Friday February 4, 2011, 8:30 a.m. to 5:00 p.m. **IBB Training**
 - 35 • Monday February 14, 2011, 1:00 p.m. – 4:00 p.m.
 - 36 • Friday February 18, 2011, 1:00 p.m. – 5:00 p.m.
 - 37 • Tuesday February 22, February, 2011, 1:00 p.m. – 4:00 p.m.
 - 38 • Wednesday February 23, 2011, 10:30 a.m. – 1:30 p.m.
 - 39 • Monday February 28, 2011, 9:30 a.m. – 11:30 a.m.
 - 40 • Tuesday March 1, 2011, 9:00 a.m. – 12:00 noon

- 41 • Friday March 4, 2011, 1:00 p.m. – 4:00 p.m. **Assessment of progress & rest of schedule**
42 • Tuesday March 8, 2011, 9:00 a.m. – 4:00 p.m.
43 • Wednesday March 9, 2011, 9:00 a.m. – 4:00 p.m.
44 • Tuesday March 15, 2011, 9:00 a.m. – 4:00 p.m.
45 • Wednesday March 16, 2011, 1:00 p.m. – 4:00 p.m.
46 • Tuesday March 22, 2011, 9:00 a.m. – 4:00 p.m.
47 • Friday March 25, 2011, 1:00 p.m. – 5:00 p.m.
48 • Tuesday March 29, 2011, 9:00 a.m. – 4:00 p.m.
49 • Friday April 1, 2011, 1:00 p.m. – 5:00 p.m.

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51 Addressing what he called the mechanism to conclude the Agreement, Morgan indicated that,
52 from what he saw during the last round of bargaining, he liked the idea of having the language
53 projected on a screen and Maddy said that a laptop and a projector would be useful. Hudson
54 indicated that he would think about it as, in his view, it did not necessarily work as it should. It
55 was noted that the Team should remember that the discussion of issues is not the same as
56 discussing articles. Jim said that another approach might be to focus on the issues and use
57 technology only when addressing actual language.

58
59 Hudson agreed to work on getting the rooms assigned for the date listed. Morgan asked if some
60 sessions could be held outside of AB5. Agreeing that he would look into it, Hudson said that it
61 all depends on what rooms are available through the scheduling system. Hudson also agreed to
62 have a computer and projector available for the training session.

63
64 Morgan said that during this round of bargaining he would like to see the contract organized in a
65 slightly different way. He said that during the life of the 2011-2014 Agreement the University
66 student population is expected to exceed fifteen thousand (15,000) and we are likely to add about
67 one hundred (100) new faculty and staff lines in addition to associated personnel. He said that
68 the UFF is looking to build something better and want the Agreement to be more approachable
69 and readable and is interested in changing some of the wording in the Agreement. He indicated
70 that he is aware that we need to think about the implications and unintended consequences of
71 making word changes but the contract needs to be more approachable and easier to read. He said
72 that there may be stated as well as unstated agendas and those may be affected by unexpected
73 legislative decision which may be a surprise to everyone. Noting that this is as much an opening
74 statement as he would like to make at this time, Morgan said that there are some things that we
75 will both have to live with as an evolving part of the climate.

76
77 Hudson said that the management team comes to the table with a sense of openness seeking an
78 Agreement that the parties would agree to accept and live with. He said that IBB involves shared
79 interests, shared benefits and shared risks and is not an us versus them approach to bargaining. It
80 also cannot be a case of wanting only benefits without any of the attendant risks – a sort of win-

81 lose approach. He stated that if we agree to use IBB then we must really commit to IBB in the
82 full sense or else we should abandon IBB. Hudson noted that during this round of bargaining
83 we have it within our power to transform how we do business and in so doing we can transform
84 the organization together. He said that the management team will continue to remain open but
85 that there has to be more to the process than what we call it.

86

87 Hallie said that she is not interested in being involved in traditional bargaining. She said that
88 everyone needs to be aware of shared benefits and shared risks and must work in light of that.
89 She said that we do not want to say we are doing IBB while practicing traditional bargaining.

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91 The next meeting will take place on February 14, 2007, 1:00 p.m. to 4:00 p.m. with the
92 Management Team running the meeting.

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94 The Agenda for the next meeting will include:

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Respectfully submitted,

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Hudson Rogers

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