

Collective Bargaining Meeting Minutes

Wednesday, October 4, 2017

MAR 402: 2:00pm-4:00pm

Attendees:

Ms. Jennifer Baker, Chief Negotiator/Director, Budget & Management Services	Dr. Shawn Keller, Assistant Professor, Justice Studies
Dr. Tony A. Barringer, Associate Provost/Associate Vice President for Academic Affairs	Dr. Scott Michael, Professor, Biological Sciences, UFF Bargaining Chair
Dr. Joan Glacken, Associate Dean, Marieb College of Health & Human Services	Mr. Patrick Niner, Instructor, College of Arts & Sciences
Dr. Tanya Benford, Associate Professor, College of Business	Mr. Morgan T. Paine, Associate Professor, UFF Chapter Co-President
Mr. David Vazquez, Director, University Budgets	Dr. Jaffar Ali Shahul-Hameed, Associate Professor, Mathematics
Dr. Charles Lindsey, Associate Dean, College of Arts & Sciences	Dr. Nora Demers, Associate Professor, Biology & Interdisciplinary Studies
Dr. Kathleen Miller, Dean, Library Services	Dr. Monika Renard, Professor, Management
	Ines Delgado-Alberto, Commissioner, Miami Field Office

Absent:

Dr. Xiaoxue (Charles) Wang, Associate Dean, College of Education	Dr. Win Everham, Professor, UFF Chapter Co-President
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Guests:

Don Duke, Faculty: CAS	Emily Woolf Vallier, Faculty: CAS
Megan Clipse, University Budgets	Brian Johnson, Faculty: CAS
Lori Cornelius, Faculty: CAS	

Meeting Highlights

- Meeting began at 2:05 pm.
- Draft minutes reviewed & approved with edits.
- UFF & Management agreed to open meeting to address Full Book negotiations as required by the CBA. Both sides agreed to create tentative list of interests to be addressed during full-book.
- Ines Delgado-Alberto suggested finishing discussion on Re-opener before beginning Full book negotiations.
- UFF presents perspective of how the University is not strong without a strong faculty, the best paid faculty in the UFF are the faculty with the most resources.
 - Proposes to fund promotions now through a MOU and continue to discuss the issues of across the board (ATB) raises.
- Management discussed various venues in which President Martin has shared his vision and mission over the last 90 days & has outlined in these forums that the budget does not support ATB raises.
- Discussion ensued between UFF and Management regarding the separation of promotions from salary increases in Article 23.
- Management proposed the closure of Article 23 so promotions can be funded.
- UFF countered with a proposal to sign a memorandum of understanding (MOU) to pay promotions now and to continue to negotiate salary increases.
- Management called for Caucus-2:45pm-3:50pm
- Management proposes to fund full promotions back to August 7th date and close Article 23. There is not interest on the part of Management bifurcate articles.
- UFF shared with both teams, a letter from a faculty member recently promoted. This letter depicts faculty stance on not accepting management's offer of 0% ATB raises & funding promotions.
- Next meeting to commence on October 6, 2017 to continue discussion.
- Meeting adjourned at 4:13 pm

Next meeting: Friday, October 6, 2017, 9:30am-11:30am, MAR 402.