

Collective Bargaining Meeting Minutes

Wednesday, June 27, 2018

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

Attendees:

Dr. Tony A. Barringer, Chief Negotiator; Associate Provost/Associate Vice President for Academic Affairs	Dr. Scott Michael, Professor, Biological Sciences, UFF Bargaining Chair
Dr. Joan Glacken, Interim Dean, Marieb College of Health & Human Services	Dr. Jaffar Ali Shahul-Hameed, Associate Professor, Mathematics
Dr. Charles Lindsey, Associate Dean, College of Arts & Sciences	Mr. Morgan T. Paine, Associate Professor, UFF Chapter Co-President
Mr. David Vazquez, Director, University Budgets	Mr. Patrick Niner, Instructor, College of Arts & Sciences
Ms. Pamela Bowman, Associate VP, Human Resources	
Ines Delgado-Alberto, Commissioner, Miami Field Office	

Absent:

Dr. Xiaoxue (Charles) Wang, Associate Dean, College of Education	Dr. Nora Demers, Associate Professor, Biology & Interdisciplinary Studies
Dr. Kathleen Miller, Dean, Library Services	Dr. Shawn Keller, Assistant Professor, Justice Studies
Dr. Tanya Benford, Associate Professor, College of Business	Dr. Win Everham, Professor, UFF Chapter Co-President
	Dr. Monika Renard, Professor, Management
	Dr. Carolynne Gischel, Assistant Professor, College of Education

Guests:

Megan Clipse, University Budgets	
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Meeting Highlights

- Meeting began at 2:08 pm.
- Draft minutes approved for both May 24 & May 31 meetings.
- Update regarding consultation on *Article 27: Miscellaneous Provisions; 27.6.A. Class Titles*.
- UFF inquiries regarding advisors
 - UFF would like to know what is management's rationale with advisors being taken out of unit vs. remaining in unit
 - What is the role of advisors and their related level of happiness?
 - PERC discussion-does increase in salaries constitute unfair labor practice
- UFF sent out a 6 question survey for in-unit advisors
 - Advisors feel they weren't consulted
 - Want market rate compensation
 - FLSA + protections of CBA
 - Not current/accurate job descriptions or ranks have been followed
 - Unsure what will occur on July 2
- HR-Pam Bowman stated that State Universities System (SUS), CUPA-HR data + market studies have been taken as it pertains to advisors, as well as additional information from salary.com. Advisors moving out of unit are currently on hold.

- UFF discussed what advisors would be losing if they are moved out of unit. Additionally, how will efficiency of institution change if advisors are moved out of unit? UFF believes that there is extra job security when advisors are in-unit.
- Management assures UFF that the same due process would be in place for advisors.
- Ines Delgado Alberto informs both teams that if parties don't agree on in-unit vs. out of unit, submit a determination to PERC. Management and UFF can bargain and agree or it can be submitted to PERC for determination.
- UFF Concerns
 - Would like to address job security concerns
 - What is causing inefficiency in current model?
 - UFF would like a forum with UFF, Management, and Advisors & Dr. Cordova's area
 - UFF requesting transparency, and requesting comments and questions from previous forums to be made public
 - UFF unclear of advisors job description at various ranks
 - What is the promotion process?
 - What is the criteria for promotions?
 - What is the rationale for moving advisors out of unit?
- Article 24; Benefits discussion regarding previous edits. Tentatively agree upon Article 24 at next meeting.
- UFF presented Article 23; Salaries proposal slideshow
- Meeting adjourned at 3:45 pm.

Next meeting: Wednesday, July 11, 2018 from 2:00pm-4:00pm in MAR 402.