

Collective Bargaining Meeting Minutes

Wednesday, July 11, 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
Dr. Kathleen Miller, Dean, Library Services	Mr. Patrick Niner, Instructor, College of Arts & Sciences
Ms. Pamela Bowman, Associate VP, Human Resources	Dr. Win Everham, Professor, UFF Chapter Co-President
	Dr. Monika Renard, Professor, Management
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
Mr. David Vazquez, Director, University Budgets	Dr. Shawn Keller, Assistant Professor, Justice Studies
Dr. Tanya Benford, Associate Professor, College of Business	Dr. Carolynne Gischel, Assistant Professor, College of Education

Guests:

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Meeting Highlights

- Meeting began at 2:06 pm.
- June 27, 2018 Draft minutes approved with edits.
- Follow up regarding Article 24 discussion from last meeting. Moving forward and Tentatively Agreed upon *Article 24: Benefits*.
- *Article 29: Amendment and Duration* discussion and edits made.
- Salaries and advising discussion. Management discussed having a forum and FAQ put forward regarding questions the advisors have had. Will make a time to accommodate the most individuals as possible for forum. FAQ responses will come from Dr. Mitch Cordova and it will be up to bargaining teams to review responses prior to being presented to advisors and others.
- UFF inquired about the purpose of the FAQ & Forum-looking for clarification.
- Management explained that the FAQ & forum will be a way to provide transparency regarding the process of the changes that is proposed for advisors. FAQ responses will be shared with UFF prior to being presented to advisors.
- UFF concern to be addressed:
 - What are the 4 criteria for placing individuals at different ranks?
 - What is the reporting structure and who would be conducting evaluations for advisors?

- Proposal review follow up from last meeting. UFF would like a clarification on the previous overload discussion. *Article 8.4.G. Appointment*: What is the definition of overload?
- Management presents proposal:
 - For the 2018-2019 academic year, 9-month-Instructor I will be brought to \$40,000 minimum
 - For the 2018-2019 academic year, 9-month-Assistant Professors will be brought to \$45,000 minimum
 - For the 2018-2019 academic year salaries will be increased by 2%, or \$1,200 whichever is greater
 - For the 2019-2020 academic year and 2020-2021 academic year, salaries will be increased by 2%, or 1,500 minimum based on performance based funding allocations
- UFF inquired how management came to the numbers stated above.
- Management presented UFF proposal in Cabinet meeting, will request rationale as requested.
- UFF presented review of metrics for 2018.
- Management will request rationale regarding proposal and expects to receive counter offer once information is provided.
- Meeting adjourned at 3:45 pm.

Next meeting: Monday, July 16, 2018 from 10:00am-12:00pm in MAR 402.