

Collective Bargaining Meeting Minutes

Thursday, August 17, 2017
Merwin Hall 103 – 1:00pm-3:00pm

Attendees:

Ms. Jennifer Baker, Chief Negotiator/Director, Budget & Management Services	Dr. Win Everham, Professor, UFF Chapter Co-President
Dr. Tony A. Barringer, Associate Provost/Associate Vice President for Academic Affairs	Dr. Scott Michael, Professor, Biological Sciences
Dr. Joan Glacken, Associate Dean, Marieb College of Health & Human Services	Mr. Patrick Niner, Instructor, College of Arts & Sciences, UFF Bargaining Chair
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. Xiaoxue (Charles) Wang, Associate Dean, College of Education	
	Ines Delgado-Alberto, Commissioner, Miami Field Office

Absent:

Dr. Kathleen Miller, Dean, Library Services	Dr. Shawn Keller, Assistant Professor, Justice Studies
	Dr. Monika Renard, Professor, Management

Guests:

Kevin Davies	Anne Hartley
Megan Clipse	Brian Johnson

Meeting Highlights

- Meeting began at 1:08 pm.
- Draft minutes reviewed & approved with edits.
- UFF: Presents membership survey results.
 - 126/207 of UFF members do not accept managements offer to only fund promotions
 - UFF survey indicated that members encourage leadership to continue with negotiations.
- UFF proposes a 3% across the board raises (ATB) and requests management to separate promotion language from salary article
- Management is not permitted to accept offer proposed by UFF and is not interested in separating the language in the salary article.
- Ines Delgado-Alberto provided guidance moving forward
 - Ratification, continue bargaining, stop bargaining.
- Management offer continues to be no ATB & no bonus.
- UFF membership wants to continue with bargaining
- Management states that budget does not support UFF's offers.
 - With past budgets when the budget had flexibility increases were given, there have been two instances where there were not any increases thus no flexibility.
- UFF-path to ratification—Management considers alternative priorities
- Management states that this is the first time ever that we are running the budget at 0. In the past budgets have been tight with limited flexibility, however now, we are operating with a budgetary hole.

- Management explained that the reserve funds are mandated by the BOT and can not be spent.
- Recap: UFF is at 3%, Management is at 0% but fully fund awarded promotions.
 - UFF feels certain that the membership may vote down Managements offer if it is put out to vote
 - UFF proposes to start IBB over.
- Ines Delgado-Alberto, proposed at the upcoming meeting together we discuss practical outcomes to end bargaining process.
- Meeting adjourned at 3:03 pm

Next meeting: Friday, September 8, 2017, 9:00am-11:00, EH 309.

September 8, 2017 Meeting Occurrence Canceled due to Hurricane Irma. Next meeting will take place on Wednesday, October 4, 2017 from 2:00pm-4:00pm in Marieb Hall room 402.