

**2011-2014**  
**FGCU – UFF Chapter**  
**Collective Bargaining Agreement**  
**2012-2013 Re-opener Meeting Minutes**

September 11, 2012

1:00 pm – 4:00 pm

AB5 210

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**ATTENDEES**

UFF Bargaining Team: Beth Elliott, Maddy Isaacs (Chief Negotiator), Michael Moats, Monika Renard, David Steckler

Management Bargaining Team: Steven Belcher, Joan Glacken, David Kakkuri, Kathy Miller (Chief Negotiator), Hudson Rogers, David Vazquez, Jim Wohlpart

FMCS Mediator: Ines Delgado-Alberto

Handouts: Management Proposal #7 – Leaves  
Management Proposal # 6 – Informal Resolution, Grievance, and Arbitration Procedures  
Management Proposal #6 – Salaries  
Management Proposal #2 – Benefits  
Florida Statute 110.1165 – Executive branch personnel errors: limitation of actions for compensation  
University Board of Trustees Meeting Agenda for October 6, 2004 and Item: C6 Tuition and Fee Voucher Policy

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1. Meeting minutes of August 30, 2012 were reviewed and approved.
2. Management provided UFF the Management Proposal #7 Article 17 – Leaves as a counter-proposal to the UFF Proposal for Article 17 provided to Management on 08-30-12. The parties reviewed and discussed the language in the Management proposal.
3. Management provided UFF the Management Proposal #6 Article 20 – Informal Resolution, Grievances, and Arbitration Procedures as a counter-proposal to the UFF Proposal for Article 20 provided to Management on 08-30-12. Management provided UFF with a copy of Florida Statute 110.1165 – Executive branch personnel errors: limitation of actions for compensation. The parties reviewed and discussed the language in the Management proposal and the Florida Statute.
4. Management provided UFF the Management Proposal #6 Article 23 – Salaries as a counter-proposal to the UFF Proposal for Article 23 provided to Management on 08-30-12. The parties reviewed and discussed the language in the Management proposal.
5. Management provided UFF the Management Proposal #2 Article 24 – Benefits as a counter-proposal to the UFF Proposal for Article 24 provided to Management on 08-30-12. Management provided UFF with a copy of the UBOT Agenda for the October 6, 2004 meeting and included a copy of Item: C6 Tuition and Fee Voucher Policy. The parties reviewed and discussed the language in the Management proposal. Management indicated a willingness “to develop language to develop a policy on domestic partners if we can get an agreement on the total contract we are looking at. We have an interest in continuing that discussion.” UFF said they appreciated the “offer on domestic partner benefits and are interested to see the language that you have to propose before we can agree to anything else.” UFF also indicated that there is “an outstanding grievance on one part of the contract and we have a potential unfair labor practice on another” so it is not likely that “we are going to reach agreement on a package. So, if you are using that as a way to leverage us to not file the unfair labor practice or

to withdraw the grievance, that can't happen. UFF stated that Management should "bring forward some proposal and then we can consider it. What you're asking us right now to do is buy a pig in a poke – and that's to give up the Unfair Labor Practice, the grievance and everything else we want based on your willingness to craft language [on domestic partner benefits]."

6. The next bargaining session is scheduled for Tuesday, September 18, 2012. The UFF Team is expected to provide a response to the Management proposals for Articles 17, 20, 23, and 24. In addition, the parties will consider scheduling additional bargaining sessions for the month of October.

Future Bargaining Sessions:

<b>Day</b>	<b>Date</b>	<b>Time</b>	<b>Location</b>
<b>Tuesday</b>	<b>September 18, 2012</b>	<b>2:00 pm – 4:00 pm</b>	<b>AB5 210</b>
<b>Tuesday</b>	<b>October 2, 2012</b>	<b>1:00 pm – 4:00 pm</b>	<b>AB5 210</b>

NOTE: Information related to 2012-13 re-opener bargaining is provided at: <http://www.fgcu.edu/Provost/barginingschedule.html>