

## Collective Bargaining Meeting Minutes

Friday, October 13, 2017

Marieb Hall 402, 1:00pm-3:00pm

### Attendees:

Ms. Jennifer Baker, Chief Negotiator/Director, Budget & Management Services	Dr. Scott Michael, Professor, Biological Sciences, UFF Bargaining Chair
Pamela Bowman, Associate VP, Human Resources	
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
Dr. Xiaoxue (Charles) Wang, Associate Dean, College of Education	Dr. Shawn Keller, Assistant Professor, Justice Studies
Dr. Charles Lindsey, Associate Dean, College of Arts & Sciences	
	Ines Delgado-Alberto, Commissioner, Miami Field Office

### Absent:

Dr. Kathleen Miller, Dean, Library Services	Dr. Jaffar Ali Shahul-Hameed, Associate Professor, Mathematics
Dr. Tony A. Barringer, Associate Provost/Associate Vice President for Academic Affairs	Dr. Monika Renard, Professor, Management
Mr. David Vazquez, Director, University Budgets	Dr. Nora Demers, Associate Professor, Biology & Interdisciplinary Studies
	Dr. Win Everham, Professor, UFF Chapter Co-President

### Guests:

Emily Woolf Vallier	Lori Cornelius
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### Meeting Highlights

- Meeting began at 1:15pm.
- Draft minutes to reviewed, approved with edits.
- Fiscal year 17-18 budget allocations were discussed based on BOT meeting information.
- Management Team proposed to fund promotions—effective 8.7.2017
  - Base adjustment-merit based increases for 18-19
  - Employees have to be employed as of 5.7.2017
  - Promotion increases for 18-19
  - Asst-Assoc; Ins I-Inst II; Adv I-Adv II Inc from 9%-12%
  - Assoc.-Full; Ins II-Ins III; Adv II-Adv III Inc from 12%-15%
- Management Team discussed Faculty Evaluation Process that was created by the faculty.
  - Base adjustment for employees as of 5/7
  - Adjustment will take place on 7/1 or 8/7
  - Merit increases will be based on performance
  - It would negate the ability to open Article 23 in full book negotiations for one year
  - 1% University Salary Pool
  - 1% College Salary Pool
- UFF stated there would be issues with faculty distribution.
  - Stated UFF wants dollar amount for salary vs. percentage in order to compress salaries of higher paid faculty and avoid pitting faculty against other faculty.
- Management stated that merit pay will be the hardest part & will bring forward details on how \$600 bonus was distributed
- UFF has the following concerns:
  - Concerns about payout
  - Individuals at the bottom of salary scale
  - Cost of living increase
  - Fully promoted individuals
- Meeting adjourned at 2:57pm.
- **Next meeting: Wednesday, November, 1: 1:00pm-3:00pm.**