

Collective Bargaining Meeting Minutes

Wednesday, November 1, 2017

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

Attendees:

Dr. Tony A. Barringer, Associate Provost/Associate Vice President for Academic Affairs	Dr. Scott Michael, Professor, Biological Sciences, UFF Bargaining Chair
Pamela Bowman, Associate VP, Human Resources	Dr. Win Everham, Professor, UFF Chapter Co-President
Ms. Jennifer Baker, Director, Budget & Management Services	Dr. Nora Demers, Associate Professor, Biology & Interdisciplinary Studies
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	Dr. Monika Renard, Professor, Management
	Dr. Jaffar Ali Shahul-Hameed, Associate Professor, Mathematics

Absent:

Dr. Kathleen Miller, Dean, Library Services	Ines Delgado-Alberto, Commissioner, Miami Field Office
Mr. David Vazquez, Director, University Budgets	

Guests:

Emily Woolf Vallier	Lori Cornelius
Terry Leary	Sheila Bolduc-Simpson

Meeting Highlights

- Meeting began at 1:05pm.
- Draft minutes reviewed & approved with appendix addition of Managements proposal.
- Management Team proposal discussion.
 - What is the outcome both teams are looking for?
 - UFF-Retro pay promotions
 - Management-Promotions can be paid when Article 23 is closed.
- UFF-Not rejecting Managements previous proposal, just believes it is premature until full book.
- Management Team is not ready to come to consensus, will talk to team & administration on avenue to move forward.
- UFF-Inquiry about what are salary comparisons, advisors median salary is 10K lower than FSW & not realistic both locally & statewide.
 - Market study and compression & inversion study has not been taken in some time
- Both teams agree to go through Full Book to identify concerns about each specific article and bring back to the table to discuss.
- Meeting adjourned at 1:54pm.

Next meeting: Friday, November, 3: 10:00am-12:00pm in Marieb 402.