

Collective Bargaining Meeting Minutes

Wednesday, September 18, 2019

CC 249: 2:30pm-4:00pm

Attendees:

Dr. Tony A. Barringer, Chief Negotiator; Associate Provost/Associate Vice President for Academic Affairs	Dr. Scott Michael, Professor, Biological Sciences, UFF Chapter Co-President
Dr. Tanya Benford, Chair/Associate Professor, College of Business, Accounting	Dr. Anne Harner, Assistant Professor, School of Nursing
Dr. Roger Green, Chair/Associate Professor, Political Science and Public Administration	Dr. Judy Wilkerson, Professor, College of Education, Leadership, Tech & Research
Dr. Joan Glacken, Associate Dean, Marieb College of Health & Human Services	Dr. Carolynne Gischel, Assistant Professor, College of Education
Dr. Beth Elliott, Chair/Professor, College of Education	Mr. Patrick Niner, Instructor, College of Arts & Sciences, UFF Chapter Co-President
Mr. David Vazquez, Assistant Vice President, University Budgets	Dr. Win Everham, Professor, Department of Marine & Ecological Sciences

Absent:

	Dr. Nora Demers, Associate Professor, Biology & Interdisciplinary Studies
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Meeting Highlights

- A. Meeting began at 2:40pm
- B. Minutes reviewed & approved with edits.
- C. Management presented their offer/plan which was a response to the offer/plan that was proposed by UFF.
 - a. **Salary Increase:**
 - i. 2% across the board increase to 9 month base salary; \$1500 minimum
 - ii. Individuals making less than \$75,000 actually get > 2%
 - b. **Release time:**
 - i. On May 1 of each year, Management & UFF-FGCU will determine the number of full-time, in-unit faculty members. The Board agrees to provide one unit (0.25 FTE) release time during each twelve month period beginning with the fall semester of each year per 55 full-time, in-unit faculty members. Delta is Current 6 units to 8 units
 - c. **Excellence award:**
 - i. As a system of merit for recognized excellence, excellence award money (\$1,000) goes on base salary
 - d. **Sabbaticals:**
 - i. Change ratio of 1 semester at full pay from 1:40 to 1:30 (eligible employees)
 - ii. Based on the average number of eligible individuals over the past couple of years, this automatically gives 1 additional 1 semester sabbatical at full pay.
- D. UFF asked for clarification on the offer provided by management.
 - a. UFF stated that they believe that the level of management's response is too low & that managements offer of 2% ATB salary increases were bargained away from the table.
- E. Management stated that their offer is a snapshot for this current year and going in to the reopener, there will be other items that will be discussed.
 - a. Management looked which items UFF presented could be done during this bargaining term.
- F. Discussion occurred regarding family leave & language from other SUS institutions was discussed.
- G. Management stated that they are still interested in all of the items in UFF's proposal.
- H. Meeting adjourned at 4:11pm.