

## Collective Bargaining Meeting Minutes

Friday, August 23, 2019

MAR 402: 9:00am-11:00am

### 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. Roger Green, Chair/Associate Professor, Political Science and Public Administration	Dr. Win Everham, Professor, Department of Marine & Ecological Sciences
Dr. Beth Elliott, Chair/Professor, College of Education	Dr. Anne Harner, Assistant Professor, School of Nursing
Dr. Joan Glacken, Interim Dean, Marieb College of Health & Human Services	Mr. Patrick Niner, Instructor, College of Arts & Sciences, UFF Chapter Co-President
Mr. David Vazquez, Assistant Vice President, University Budgets	Dr. Judy Wilkerson, Professor, College of Education, Leadership, Tech & Research

### Absent:

Dr. Tanya Benford, Chair/Associate Professor, College of Business, Accounting	Dr. Carolynne Gischel, Assistant Professor, College of Education
	Dr. Nora Demers, Associate Professor, Biology & Interdisciplinary Studies

### Meeting Highlights

- Meeting began at 9:06am
- Minutes reviewed & approved with edits
- Article 3: UFF-FGCU Privileges tentatively agreed upon & signed.
- Management proposed opening and presented desired changes for Article 17: Leaves.
- UFF & Management agreed to have each team bring forward draft language for Article 17: Leaves, to discuss at next meeting.
- Article 23: Salaries discussion. Management remains at 2% across the board increase for all in-unit faculty.
- UFF requested a caucus.
- UFF returns from caucus to discuss Article 23: Salaries proposal by management.
  - Process of bargaining with Article 23: Salaries with the email from President Martin in mind, is not interest based bargaining.
  - UFF understands budget & money; UFF has ideas.
  - If UFF sees encouragement about other ideas, they are open to bargain other facets of Article 23 and Article 24 creatively bargained.
- Management discussed the contents of the email regarding faculty salary.
- UFF stated that they believed that the 2% increase from Management was based on email correspondence and that the real decision was made outside of the bargaining table.
- Management will bring feedback regarding their offer to the next meeting.
- Meeting adjourned at 10:15am.

### Next meetings:

- Wednesday, August 28, 2019: 2:00pm-4:00pm
- Wednesday, September 4, 2019: 2:00pm-4:00pm
- Friday, September 6, 2019: 9:00am-11:00am