

Collective Bargaining Meeting Minutes

Wednesday, August 28, 2019

MAR 402: 2:00pm-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. 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
	Dr. Nora Demers, Associate Professor, Biology & Interdisciplinary Studies

Absent:

Mr. David Vazquez, Assistant Vice President, University Budgets	Dr. Carolynne Gischel, Assistant Professor, College of Education
Dr. Roger Green, Chair/Associate Professor, Political Science and Public Administration	Dr. Judy Wilkerson, Professor, College of Education, Leadership, Tech & Research

Meeting Highlights

- Meeting began at 2:07pm
- Minutes reviewed & approved with edits
- Article 23: Salaries discussion. Management remains at 2% across the board increase for all in-unit faculty with \$1500 minimum to base salaries below \$75,000.
- UFF state that the low-end of faculty salaries is being addressed, two years in a row, whereas the high-end of faculty salaries is not being addressed.
- Management and UFF agreed to discuss Article 23 more in depth when more of the bargaining team is present.
- Management presents MOA for Article 17.9 Annual Leave.
- Precious Gunter from the Office of Institutional Equity and Compliance attended the meeting to provide insight regarding Article 6: Nondiscrimination.
 - Email from Ms. Gunter, links available on bargaining website.
 - “Thank you for allowing me to attend the meeting yesterday. I’ve included the links below for the documents that we discussed yesterday. I also want to note that in order for the OIEC to investigate a case of harassment or discrimination it must be based on the protected categories articulated in policy 1.006 and its corresponding regulation 1.003, which are both based in most part on federal and state law. There are some additional protections, i.e. gender identity etc. in our University policy as we discussed yesterday. Any other “harassment” or unethical complaints could be incorporated through the Code of Conduct and handled by Academic Affairs in accordance with the CBA or the respective office/department that is responsible if it corresponds with some other University policy/regulation violation.”
- Article 6: Nondiscrimination discussion continued.
- Both teams agreed to gather information regarding harassment policies at other institutions.
- Meeting adjourned at 3:45pm.

Next meetings:

- **Wednesday, September 4, 2019: 2:00pm-4:00pm, MAR 402**
- **Friday, September 6, 2019: 9:00am-11:00am, MAR 402**