

Collective Bargaining Meeting Minutes

Wednesday, September 4, 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, Associate Dean, Marieb College of Health & Human Services	Mr. Patrick Niner, Instructor, College of Arts & Sciences, UFF Chapter Co-President
Dr. Roger Green, Chair/Associate Professor, Political Science and Public Administration	Dr. Nora Demers, Associate Professor, Biology & Interdisciplinary Studies
	Dr. Judy Wilkerson, Professor, College of Education, Leadership, Tech & Research
	Dr. Carolynne Gischel, Assistant Professor, College of Education

Absent:

Mr. David Vazquez, Assistant Vice President, University Budgets	
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Meeting Highlights

- A. Meeting began at 2:17pm
- B. Minutes reviewed & approved with edits
- C. Management presents MOA for Article 17.9 Annual Leave and both UFF & Management signed the MOA.
- D. UFF provided feedback regarding Labor & Management Committee's recommendation regarding the Compression & Inversion study.
 - a. The Labor & Management Committee recommended Pearl Meyer to complete the Compression & Inversion study.
 - b. UFF is going to request a quote from Pearl Meyer and inquire about Compression & Inversion study, internal equity study and market study. Additionally, UFF is going to request individual quotes as well as bundled quotes for the studies.
- E. UFF & Management agreed to come back on September 6 to discuss language for Article 6: Nondiscrimination. (Anti Harassment & Nondiscrimination)
- F. Article 23: Salaries/Article 24: Benefits discussion.
 - a. UFF did not bring forward specific proposal. Inquired about 2% increase last year & the proposed 2% increase for this year.
 - i. What is the long-term strategy?
 - ii. How is salary set for new faculty?
- G. Management discussed hiring process & faculty salaries.
 - a. CUPA data provides information regarding market salaries and data from comparable institutions.
 - b. Budget line & budget constraints are taken into consideration.
 - c. Salaries vary by hire & searches may go longer.
- H. Management stated that David Vazquez can provide a better understanding of the pool of money that is distributed and more in depth look at the University budget.
- I. UFF stated that faculty salaries are the largest budget component at the University & 2% increases are well below the SUS and there is no clear strategy to increase salaries.
 - a. Management & UFF agreed to continue discussion on the development of long-term salary strategies.
- J. UFF also stated that cost of living has increased and there is no evidence of a clear salary strategy going forward.
- K. UFF will come to the next meeting with a counter proposal.
- L. Meeting adjourned at 4:02 pm.

Next meeting:

- **Friday, September 6, 2019: 9:00am-11:00am, MAR 402**