

Collective Bargaining Meeting Minutes

Friday, September 6, 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. Tanya Benford, Chair/Associate Professor, College of Business, Accounting	Dr. Anne Harner, Assistant Professor, School of Nursing
Dr. Beth Elliott, Chair/Professor, College of Education	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. Roger Green, Chair/Associate Professor, Political Science and Public Administration	
Mr. David Vazquez, Assistant Vice President, University Budgets	

Absent:

	Mr. Patrick Niner, Instructor, College of Arts & Sciences, UFF Chapter Co-President
	Dr. Win Everham, Professor, Department of Marine & Ecological Sciences
	Dr. Nora Demers, Associate Professor, Biology & Interdisciplinary Studies

Meeting Highlights

- A. Meeting began at 9:08am
- B. Minutes reviewed & approved with edits.
- C. David Vazquez provided general information about budget & about University processes & appropriations.
- D. Discussion regarding budget allocations & how it relates to salaries which account for 80% of the University budget.
- E. UFF presents Article 23:Salaries & Article 24: Benefits; Counter-offer.
 - a. **4%** across the board for in-unit faculty with a **\$3,000 minimum** for all below \$75,000/9 month contract base salary
 - b. Commit funding for the Compression and Inversion **study and resulting salary adjustments**
 - c. The completion of Compression, Inversion, Market and Equity studies by **January 1st, 2020** with resulting adjustments bargained and processed by **August 1st, 2020**
 - d. Commit to funding for **uncompensated teaching activities**
 - e. Longevity-based **rank and pay increases** for Full Professors, Instructor III, and University Librarians
 - f. Automatic base salary increase for Instructors **who complete terminal degrees while employed at FGCU**
 - g. **Automatic annual base salary increases** fixed to the previous year's CPI and inflation *separate from* the standard Article 23 bargaining and payable at contract start
 - h. Recurring funding commitment to support **faculty scholarship and professional development** explicitly stated in CBA. Separate funding to support faculty publication costs
 - i. **Family leave for in-unit faculty** to include life events such as birth, adoption, and care of the elderly. "Immediate family" to include same-sex partners
 - j. Faculty Excellence Awards to award a **\$1,000 increase to base salary** (in lieu of a one-time cash award)
- F. Discussion will continue regarding Article 23: Salaries & Article 24 Benefits at the next meeting.
- G. Meeting adjourned at 11:08am.

Next meeting:

- **Wednesday, September 11, 2019: 2:00pm-4:00pm, MAR 402**