

Collective Bargaining Meeting Minutes

Wednesday, October 16, 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. 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. Anne Harner, Assistant Professor, School of Nursing
Dr. Tanya Benford, Chair/Associate Professor, College of Business, Accounting	Mr. Patrick Niner, Instructor, College of Arts & Sciences, UFF Chapter Co-President
	Dr. Carolynne Gischel, Assistant Professor, College of Education

Absent:

Mr. David Vazquez, Assistant Vice President, University Budgets	Dr. Nora Demers, Associate Professor, Biology & Interdisciplinary Studies
Dr. Beth Elliott, Chair/Professor, College of Education	Dr. Win Everham, Professor, Department of Marine & Ecological Sciences

Meeting Highlights

- A. Meeting began at 2:04pm
- B. Minutes reviewed & approved with edits.
- C. UFF presented their counteroffer as follows.
 - a. UFF is willing to accept Management's offer of a 2% raise with a \$1,500 minimum (retroactive to August 7th, 2019) for this year, along with bargained increases in UFF course release time and sabbaticals, *if* Management commits to the following:
 - i. A 4% across-the-board raise for next year, AY 2020/2021. Article 23 will remain open to bargain compression inversion and other study results and adjustments for 20/21, but the ATB raise will already be established.
 - ii. Language to be included/added to Article 23 such that salary bargaining each year will begin 180 days before other aspects of the university budget are finalized.
 - iii. An MOU will be developed that will adjust the re-opener bargaining rules to allow all appropriate articles to be opened in 2020 that relate to items outlined in the previous UFF offer (paid parental leave, professional development funds, salary increases for highest rank faculty, automatic cost of living increases, deadlines for compression and inversion and other salary studies). This will allow both teams to continue bargaining these issues without running afoul of reopener restrictions.
- D. Additionally, UFF requested that the offer would be reviewed and a decision made prior to the 10/18 meeting.
- E. Management stated that the offer would be discussed by the administration but it could not commit to having a response by the proposed deadline requested by UFF..
- F. Management & UFF agreed to cancel the Friday, October 18 meeting & reconvene on Thursday, October 24 at 10am.
- G. Meeting adjourned at 2:32pm.

Next Meeting: Thursday, October 24, 2019: 10am-12pm, MAR 402