

Collective Bargaining Meeting Minutes

Wednesday, September 11, 2019

MAR 402: 2:00pm-4:00pm

Attendees:

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| 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. 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. Carolynne Gischel, Assistant Professor, College of Education |
| | Mr. Patrick Niner, Instructor, College of Arts & Sciences, UFF Chapter Co-President |
| | Dr. Nora Demers, Associate Professor, Biology & Interdisciplinary Studies |

Absent:

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| Dr. Beth Elliott, Chair/Professor, College of Education | Dr. Win Everham, Professor, Department of Marine & Ecological Sciences |
| Mr. David Vazquez, Assistant Vice President, University Budgets | |

Meeting Highlights

- A. Meeting began at 2:08pm
- B. Minutes reviewed & approved with edits.
- C. UFF stated that they are still working on anti-harassment language and will revisit at upcoming meeting.
- D. UFF presents the following statement regarding PERC Hearing.
 - a. From UFF-FGCU's standpoint, the Hearing Officer's recommendations from 6 September effectively, if not officially, close this attempted reclassification issue. For the continued health and healing of the advisors' professional lives and the university's collegial shared governance, we can proactively work together starting now to implement the recommendations in anticipation of a confirmation PERC ruling. UFF-FGCU is willing to make that effort.
- E. Discussion regarding PERC hearing recommendations, how to proceed & how this may impact the advisors & the CBA going forward.
- F. Management stated that General Council will make a recommendation & then it will be determined how to proceed based on the recommendations made.
- G. Open discussion regarding professional development funds for faculty based on the previous UFF offer:
 - a. Faculty Individual Excellence Awards to award a \$1,000 increase to base salary (in lieu of a one-time cash award)
 - b. Brainstormed ideas and discussed ways to provide faculty with reoccurring professional development funds.
- H. Management stated that they will come back to the next meeting with a more definitive offer based on UFF's counteroffer presented last week.
- I. Meeting adjourned at 3:43pm.

Next meeting:

- **Wednesday, September 16, 2019: 2:30pm-4:00pm, CC 229**