

Collective Bargaining Meeting Minutes

Wednesday, October 30, 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. 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 |
| Dr. Joan Glacken, Associate Dean, Marieb College of Health & Human Services | Dr. Win Everham, Professor, Department of Marine & Ecological Sciences |
| | Mr. Patrick Niner, Instructor, College of Arts & Sciences, UFF Chapter Co-President |
| | Dr. Anne Harner, Assistant Professor, School of Nursing |

Absent:

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| Dr. Beth Elliott, Chair/Professor, College of Education | Dr. Nora Demers, Associate Professor, Biology & Interdisciplinary Studies |
| Mr. David Vazquez, Assistant Vice President, University Budgets | |

Meeting Highlights

- A) Meeting began at 2:04pm.
- B) Minutes from October 24, 2019 meeting reviewed and approved with edits.
- C) UFF updated the group regarding the Compression & Inversion study next steps. BeeJay Girimurugan & Stan McKnight & Associates will provide teams with proposals by Thursday, November 7, 2019.
 - a) Stan McKnight & Associates requested promotion documents prior to providing quote. UFF & Management will call to follow up regarding what documents are needed to proceed.
- D) Management team presented language regarding Article 23. As a group, the language was edited and agreed upon.
- E) In addition to the other items agreed upon, UFF presented the following counteroffer.
 - a) 2.8%, minimum \$1,500 for all in-unit faculty retroactive to 8/7/19. This is in line with the SSA's COLA calculation for 2019.
 - i) The great strides the university has had in student success initiatives are the result of shared efforts by administration and faculty. It is therefore import to recognize financially the faculty's contributions to these important goals. Given the increases in student success metrics and resources from the state, it follows that this year's raise would exceed that of the last.
 - ii) An upward trajectory in salary will be a demonstration of good faith bargaining on the part of administration, and change the reality that the 2% offer was determined prior to bargaining and is immobile.
 - iii) This counteroffer will cost approximately \$337,000 above management's 2% offer. This is a fraction of a percent of the total university budget. We don't perceive this as an unreasonable ask or a unjustified investment.
 - iv) Faculty success is student success.
- F) Management agreed to have an answer regarding UFF's offer at the next meeting, Friday, November 1, 2019.
- G) Meeting adjourned at 2:47pm.

Next Meeting: Friday, November 1, 2019: 1:30-3:30 pm, MAR 402