

UFF-UCF Council Meeting Minutes
August 24th, 2010

12 noon to 1:30 pm in CNH 513

Present: Kate Ingram, Mark Johnson, Jay Jurie, Jim Gilkeson, Keith Folse, Barbara Fritzsche, Mason Cash, Kristin Congden, Stan Smith, Jason Martin, Dawn Trouard, Pat Angley, Michael Moats, Kathryn Seidel, Blake Scott

Meeting called to order at 12:05 pm.

- Motion to approve the minutes from the June 15th and July 20th meetings: approved.
- Treasurer's Report (Smith) "We are in good shape." The updated report was included in the agenda.

Announcements:

- Seidel: Called for a vote to invite Keith Folse into Council membership - approved.
- Jurie: Seminole State College has established a UFF Chapter. Jurie & Moats moved to include them in future social events – approved.
- Gilkeson: Jim received an e-mail from the UCF Police staff that expressed interest in being more active as members of the bargaining unit (AFSCME) - Jim G plans to set up a meeting, seeing as we share common interests

President Seidel's report:

- response to the Aug 16th cocktail hospitality welcome event –excellent! MANY THANKS to Keith! Some discussion re: combining this type of reception w/ our future socials. Strongly recommended: in future, invite all dep't chairs
- discussion re: next social – "welcome to the semester" will be Sept 9th, 4-7 @ Houlihan's; future location ideas: check out Holiday Inn
- discussion re: planning a boxed-lunch event on or around Oct 14 to offer advice & guidance to help prepare faculty to apply for excellence awards – definite date/time/place TBD
- discussion re: end of semester social Dec 3rd 3PM-6PM - place TBD
- important upcoming event: luncheon with our new Provost. Sept 13th. Ten Council members will be attending (SUB 224 Egmont Key) - Council discussion re: topics to be brought up & strategies:
 - emergency ADI's as a possible compromise (this from an earlier meeting that Pres. Seidel had w/ the Provost)
 - Gilkeson emphasized the importance of positive energy and "common good" – all agreed
- Seidel wants to set a "consultation date" (e.g. union convenes a meeting w/ admin as issues begin to arise, before they get to a critical situation) -topics: no outcome re: proclaimed transparency admin cuts, role of faculty governance in degree programs, differential tuition. This consultation date will happen in the future, after next Council meeting; there will be time for further discussion of these and other topics
- Florida Senate UFF meeting (Sept 24-25) in Tampa. All bona fide senators should go, reservations are due by Sept 7. See UFF website for info. Alternates: consider attending if any senators cannot.

Gilkeson Bargaining Report:

- Bargaining is at impasse re: raise. Papers are being prepared for magistrate, and the BOT will hold a hearing. The new work on the new contract is focusing on Article 10 (annual evaluations)
- Some discussion occurred re: some potential pending ULP (unfair labor practice) suits

Congden Grievance Report:

- Grievances by UFF members:
 - o A Step I grievance had been filed over evaluation and was settled in favor of grievant before the hearing.
 - o A Step 2 grievance hearing (on Article 23.12 on Administrative Salary Stipends) occurred on July 26. An agreeable resolution has been received.
 - o With regard to two grievances filed by two faculty members in the same unit, arbitration won one grievance, and administration is now responding more pro-actively. (Nonetheless, while a request for clarification was

filed, the response was unsatisfactory. The other grievance was filed by someone who became a union member but who joined after layoff. UFF will support this case going to arbitration, but will not actually represent the case.

- The clearly visible case of JL Vest re: the harassment and discrimination grievance due to a police stop on August 9 will likely and (hopefully) also have NAACP, ACLU and EEOC involved.

Others:

Their have been numerous other disputes, in many of which there was found to be no actual grievance evident. Meetings and helpful advice have been provided by current UFF members and some of those grievants who are not union members have sought representation on their by an attorney.

Martin Communications Report:

- the website is up-to-date and "all fine"

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New Business:

- Council agreed (moved, seconded, unanimous) to make a contribution to the Burnett Honors College scholarship fund equal to the amount we would have paid for a (far inferior) room in the Student Center to hold our new faculty cocktail party.
- Due to the lateness of the hour, President Seidel adjourned the meeting and deferred other business until next month's scheduled meeting time.

Respectfully submitted,

Kate Ingram, secretary pro tem