

**UFF-UCF Council Meeting  
Tuesday, December 14, 2010  
Minutes**

**Present:** Steve Chicurel, Kristin Congdon, Barbara Fritzsche, Jim Gilkeson, Kate Ingram, Donna Malvey, Shelley Park, Stan Smith, Kathryn Seidel, Dawn Trouard

1. **Approval of Minutes from November 16, 2010:** Minutes approved
2. **Announcements:** Jim Gilkeson announced that USPS staff received an additional 2% raise (in addition to their previously approved 1%), bringing them to equity with the faculty's 3% raise. Kate Ingram reported two anticipated new members
3. **President's Report (Seidel):**
  - a. Rumors from State UFF concerning anticipated legislative measures: UFF is warning that the new Governor and legislature may go after unions, especially NEA. Efforts to decertify unions for which we should be prepared include legislation to stop payroll deductions for union dues and/or decertifying unions with fewer than 50% paying members. UFF further warns that the new Governor may target public employee benefit packages as a budget balancing measure (for example, reducing state matches to our pension deposits, providing less subsidy to medical insurance policies, and reducing life insurance policies). Jim Gilkeson suggested we do contingency planning for such eventualities.
  - b. Seidel shared Keith Folsie's suggestions for Spring socials, including a January social at Houlihan's and another in April, and a Tenure workshop in March. Of the dates suggested for the April social, the council agreed that April 15<sup>th</sup> would be best. Council members also suggested that tenure workshops be aimed at tenure and promotion, as there were currently relatively few tenure-earning faculty at UCF. Jim Gilkeson also suggested we advise faculty seeking promotion to full professor to make use of the opportunity to request annual cumulative progress reports from their Chairs.
4. **Treasurer's Report (Smith):** We are in good shape.

The reconciled balances in the Credit Union as of 12/10/10 are below.

Savings	\$ 100.27
Checking	2,391.17
Money Market	31,549.32,
Certificate	11,593.15(matures 7/7/11 at 1.10%)
Certificate	12,880.08(matures 6/17/11 at 1.20%)
Total	58,513.99

5. **Membership (Angley and Malvey):** No news
6. **Bargaining Report (Gilkeson):** The bargaining team continues to bargain Article 10.
7. **Grievance Report (Congdon):**
  - a. Grievances:
    - COB faculty member who was laid off asked about the effect of the FSU arbitration win on his case. The same arbitrator did both cases and his was denied. Mike Moats was questioned on how to proceed. He responded that the UCF case and the FSU case were different.
    - The Step 2 hearing for J.L. Vest took place on Dec 3<sup>rd</sup> at VCC in Winter Park. Several faculty members were in attendance to show support.
  - b. Other:
    - Support was given to two faculty members going through tenure and promotion.
    - A faculty member reported hostile workplace issues
    - An assignment issue was resolved.
  - c. Discussion ensued on the issue of hostile work environment issues. Council agreed UFF should host a workshop and/or speak-out on hostile work environment. Kathryn Seidel will contact Keith to set up a date. Kristin Congdon will identify a speaker that could be brought in during February or March. It was agreed that the speaker should be knowledgeable on legal issues surrounding hostile work environment cases. The invited speaker would give a lecture open to the public and then facilitate a private session with those concerned about their work environments.
8. **Communication Committee (Martin):** No report.
9. **Old Business:** Dawn Trouard suggested we ask for a quickie consultation on difficulties with Fall student evaluations prior to their release.
10. **New Business:** It was agreed that we should return to our regular meeting time in the Spring, namely noon-1:30 on Tuesdays. Shelley Park will book the conference room and send a Spring meeting schedule out to Council members.

Meeting was adjourned at 12:30 p.m.

Respectfully submitted

Shelley Park

12/16/10