

UFF-UCF Council Meeting Minutes
June 15th, 2010
12:00 noon to 1:30 in CNH 513

Present: Pat Angley, Mason Cash, Jason Martin, Michael Moats, Shelley Park, Johnny Pherigo, Kathryn Seidel, Stan Smith, Beth Young

Meeting called to order at 12:15 p.m.

1. **Minutes** from May 18th, 2010 approved.

2. **Announcements:**

Seidel introduced two guests: Michael Moats, our regional service representative for UFF; Johnny Pherigo, a potential new council member.

3. **Treasurer's Report (Smith):**

The reconciled balances in the Credit Union as of 6/10/10 are below.

Savings	\$ 100.14
Checking	9,426.35
Money Market	31,431.52,
Certificate	11,388.16(matures 7/7/10 at 1.80%)
Certificate	12,652.34(mature 6/17/10 at 1.80%)
Total	\$ 64,998.51

4. **Membership Report (Angley):**

Current membership issues: The recent administrative memo suggesting the union was impeding faculty raises has led a few members to leave the union and/or inquire how they might do so, highlighting the need for clarification regarding membership in UFF.

New Faculty Recruitment: Discussions with Keith Folsie regarding recruitment at August's new faculty orientation are ongoing. Discussion ensued regarding whether it would be best to host a breakfast, a late afternoon reception, or both.

5. **Bargaining Report (Gilkeson):**

Status of impasse hearings: Moats reported that the impasse hearings were now scheduled for July 14th, beginning at 9:00 a.m. in Teaching Academy 117.

6. **Grievance Report (Congdon):**

- A. Active UCF grievances: An evaluation grievance from a non-UFF faculty member in Communication has been filed; we have gone to Step 1 on an annual evaluation grievance by an English department faculty member. No new information or progress on the Sociology arbitration.
- B. Resolutions: Jim Gilkeson successfully resolved an evaluation grievance in English.
- C. Other: Helped a UFF member in History set up a meeting with the Dean; he has not filed a grievance at this time.

7. Communication Report (Martin):

Website is current. However, there has been no administrative response as yet to the earlier request for new salary data.

8. President's Report (Seidel) and New Business:

- A. Memo Wars: There was extensive discussion of how best to respond to recent administrative memos suggesting (falsely) that UFF was standing in the way of faculty raises by attempting to bargain issues not open for bargaining. Seidel reported that offline communications with administration had been collegial and that she had signaled UFF's willingness to sign a MOU enabling raises. Seidel will send a follow-up memo to faculty clarifying UFF's position.
- B. Returning of dues: Seidel reported that a faculty member from Education on phased retirement had only recently discovered that union dues were still be deducted from her paycheck and was now requesting that such dues be returned to her. 88% of such dues, as already dispersed to affiliated unions, cannot be refunded by us. In response to Seidel's inquiry as to whether we should retroactively return the 12% of her dues held in our accounts, the council voted their unanimous approval of such action.

9. Other New Business

- A. Budget consultation: Trouard noted that administration was now handling union applications in order to monitor payroll deductions and that this was inappropriate. She requested this be added as a consultation agenda item.
- B. New Faculty Recruitment: Seidel noted a recent and significant reduction in our insurance policies. It was agreed that this was a good occasion to notify faculty of union benefits.

Meeting was adjourned at 1:30 p.m.

Submitted 6/17/10
Shelley Park