

**UFF-UCF Council Meeting
Tuesday, October 19, 2010
Minutes**

Present: Mason Cash, Jim Gilkeson, Jason Martin, Donna Malvey, Shelley Park, Kathryn Seidel, Stanley Smith

1. **Approval of Minutes** from Sept 21, 2010: Minutes Approved.
2. **Announcements:**
 - a. Kathryn Seidel gave a brief report from the Senate meetings and distributed information from the NEA on upcoming elections and amendments
 - b. Reminder that the impasse meeting with the Board of Trustees takes place 1:30, Thursday Oct 21st in the President's Boardroom.
 - c. Introduction of Donna Malvey, who will be assisting Pat Angley with Membership and helping with regional campus recruitment
3. **President's Report** (Seidel):
 - a. Update from Keith Folse on TIP, RIA and SOTL workshops conducted by UFF. 8 people attended; 1 new member joined. Will have further workshops on Nov 10th, 11-11:50 and 12-12:50.
 - b. Senate is revising its constitution
 - c. Discussion of union-busting and potential responses from UFF
 - d. Consultation was cordial. Provided information that might be useful For example, strategic plan is being revised. (Seidel distributed related materials.) Provost is concerned about lack of faculty input. Administration did respond to our inquiry about administrative budget cuts; provided a chart with proposed cuts to be implemented by 2011.
4. **Treasurer's Report** (Smith): The reconciled balances in the Credit Union as of 10/14/10 are below.

Savings	\$ 100.27
Checking	4,737.76
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	60,860.58

5. **Membership** (Angley and Malvey): Pat will continue to do paperwork on membership; Donna Malvey will do recruiting. Donna suggested she would log all dates and contacts made and was interested in a more grassroots approach including personal contact with people in every college.

6. **Bargaining** (Gilkeson):
 - a. Explained UFF position regarding ADI, minimum starting salaries, foreshadowing the Hearing on Thursday.
 - b. Current Negotiation: Have had 3 sessions regarding evaluations. Last time tried a new tactic in attempting to secure fairness and equity in evaluations. Instead of *requiring* clear and precise standards (which departments could still choose to have), the bargaining team suggested a review process for disputed evaluations that would include review of a grieved evaluation by an independent body (outside the college, appointed by both union and Admin) who would examine the evaluation in the context of other evaluations within that department. This may encourage more grievances, but may also prevent spurious grievances.

7. **Grievances** (Seidel, reading a report from Congdon):
 - a. There were five contacts with the grievance chair for help on T&P issues; all five were faculty of color.
 - b. Layoff grievance on Salary was settled
 - c. Dr. Vest hearing scheduled for Nov 9, due to issues related to medical leave. (The police investigation is now "at a standstill")
 - d. Hospitality: T&P problem responded to; now positively moving ahead.
 - e. Engineering: Assignment issue settled in favor of Faculty
 - f. HPA: Work environment issue settled (monitoring ongoing)
 - g. COS: Hostile workplace and inequitable assignment issue. Informal solution being sought.

8. **Communications** (Martin): Discussion about responses to myths and falsehoods about the UFF position on issues. Suggested that the website's FAQ section could be used to address this.

9. **Reminder** about the hearing on Impasse scheduled in President's Board room Thursday at 1:30 pm. A reminder message will be sent to members.

Respectfully submitted
11/14/10
Shelley Park, UFF Secretary