

UFF-UCF Council Meeting
Thursday, March 15, 2012
Minutes

Present: Pat Angley, Barbara Fritzsche, Jim Gilkeson, Peter Larson, Donna Malvey, Jason Martin, Shelley Park, Claudia Schippert, Kathryn Seidel, Stan Smith, Beth Young

The meeting commenced at 1:30

1. Approval of Minutes from previous meeting: Approved

2. Announcements: None

3. President's Report (Seidel):

- a. Consultation: A reminder that our consultation with the Provost will take place April 5th, 2-10:30 in LIB 223. Concerns were raised about denial of disability claims by UNUM. Kathy Seidel added this item to the consultation agenda and will present it.
- b. Drug Testing of State Employees: Unclear what procedures or consequences of this legislation will have for university employees. Please pass on any faculty concerns to Kathy Seidel.
- c. Court Ruling on 3% Retirement Contribution mandate: The State is appealing the ruling. No refund will be forthcoming prior to resolution of the appeal. ORP members may be less likely to benefit from the ruling than those in FRS. Jason Martin will put the court ruling on the UCF website.
- d. Budget Cuts at UCF: As Provost's recent memo indicates, UCF has been hard hit again this year. Administration hopes to be able to cover most of the shortfall with its reserves (but not all can be used in this way), but it is possible that some programs may again be targeted for elimination and likely that faculty attrition will continue without substantial new hiring.
- e. Ballots and Elections: A VP candidate is still needed. Kathy Seidel has issued invitations to certain council members to be nominees, but they have declined. It was agreed that she should pursue the possibility of encouraging Blake Scott to stand as a candidate. Barbara Fritzsche will be Membership Chair this summer (and we hope continue in the Fall), while continuing on the bargaining team; Jim Gilkeson will continue as Bargaining Chair and is also willing to act as Treasurer should there be no other candidate (Stan Smith, sadly, is stepping down from the post); Beth Young will continue as Grievance chair. We may need a new Communications Chair if Jason Martin leaves UCF for employment elsewhere. Several new members representing currently under-represented Colleges have agreed to be nominated for Council seats.

4. Treasurer's Report (Smith)

We are in good shape.

The reconciled balances in the UCF Federal Credit Union, a division of CFE Federal Credit Union, as of 3/13/12 are below. We received the first installment of our dues rebates this month or 5% of the 12% for the year.

Savings	\$ 100.61
Checking	13,873.86
Money Market	26,747.56
Certificate	11,720.67(matures 7/7/12 at 0.70%)
Certificate	13,034.65(matures 6/17/12 at 0.70%)
Total	65,477.35

There was discussion of how to most productively spend some of this money on union activities with a focus on recruitment.

*addendum: On March 26th, via e-mail, Stan requested that the officers approve up to \$500 to discuss and/or handle some tax-related issues with an accountant. The officers approved the request.

5. Membership (Angley and Fritzsche)

- a. Membership gains/losses: Pat Angley reported 2 persons had withdrawn their membership since our last meeting.
- b. Recruitment: Barbara Fritzsche asked members to provide her with names of faculty yet to be recruited.
- c. Events: Keith Folse has arranged an end of term social at Houlihan's, April 20th, 4-7. There will be a new faculty orientation reception on either Monday, August 13th or Tuesday, August 14th. Keith is also planning a workshop for those interested in promotion to full professor.

6. Bargaining Report (Gilkeson)

- a. MOU: Jim Gilkeson anticipates an MOU will be forthcoming concerning the Instructor promotion track, wherein existing Instructors with a terminal degree will become Lecturers, eligible for promotion to Associate Lecturers and then University Lecturers. Claudia Schippert noted the need for a ratification vote on the MOU.
- b. Awards programs: There was a discussion of maintaining TIP, RIA, SOTL as avenues to salary increases
- c. Domestic Partner Benefits: The bargaining team will be presenting a counter-proposal to the administration's domestic partner health care proposal. Shelley Park suggested Jim speak with bargaining representatives at other campuses who are also negotiating domestic partner benefits (FGCU, FAU, FSU).

6. Grievance Report (Young)

- a. Active grievances: Beth Young reported two active grievances: 1) regarding a letter of reprimand; UFF is not representing this one; the step two meeting was held Wed 3/14 and we are waiting to hear the response. 2) regarding assignment; UFF is representing the grievant whose complaint concerns ongoing assignments that render her ineligible for

TIP. We're asking that either TIP eligibility be changed or her assignment be changed or the way her assignment is recorded be changed so that she has an opportunity to apply.

- b. Other issues: Other calls that did not result in grievances have dealt with summer teaching, termination for cause, professional development leave.

8. Communication Committee (Martin)

Jason Martin reported that the latest salary data is now available.

9. Old Business: None

10. New Business: None.

Meeting was adjourned at 2:50 p.m.

Respectfully submitted
Shelley Park
3/27/12