

Minutes

United Faculty of Florida-UCF Chapter
Monday, November 17, 2014
Colbourn Hall, 401
3:00 p.m.

In attendance

Jim Gilkeson
Barry Mauer
John Fauth
Dan Murphree
Yan Fernandez

Josh Lenes (ex officio)
Mike Proctor
Stacy Barber
Charlotte Trinquet du Lys
Christopher Harris

Paul Leader
Scott Launier
Yovanna Pineda
Mason Cash

1. **Announcements**

- a. Adding a December council meeting: Dec. 2. Time and location TBD (aiming for the end-of-semester social location, before the social). Keith Folsie will schedule the social.
- b. Chris Harris, SVAD: Announcement about Academic Freedom Issues. Request for UFF-UCF to support the statement by AAUP et. al.
 - i. Barry Mauer moved for UFF-UCF to support the UFF-UF statement. Charlotte Trinquet du Lys seconded. Scott Launier moves to table until the Dec. 2 meeting. Stacy Barber seconds. Approved unanimously.
- c. Reporting on some office-visit conversations that have worked to increase membership (S. Launier)
- d. 2015 AFT/NEA Joint Higher Education Conference at Swan & Dolphin, March 12-15. Registration now open. Deadline for registration is Feb. 2. (J. Lenes)
 - i. UCF could play a role as a host committee. Dan Hand and Cara Elmore, coordinators of the conference, are contacts at the NEA.

2. **Approval of Minutes from October 20, 2014 meeting**

- a. Approved by acclimation.

3. **President's Report** (J. Gilkeson):

- a. Settlement of the intellectual property agreement issue.

4. **Treasurer's Report:** (B. Mauer)

- a. We are in good financial shape. Tapping into some of our money market resources. State rebate check still incoming.

5. **Membership and Events:**

Membership recruitment & updates (Y. Fernandez):

- a. Membership growth this semester has been extremely positive and is not yet leveling. Members continue to become more active.
- b. A "Building Our UFF" group has formed. Next meeting is Nov. 19, 2:30-4:30 in CNH 306E

- c. Council members with course releases have agreed to meet at least once a month in the spring. First meeting is Jan. 13, 10:00-12:00 at Starbucks in HPA1.
- d. NEA “Degrees Not Debt” workshop to evaluate federal repayment options like Income Based Repayment (IBR).
- e. We should also think about continuing workshops for bargaining and grievance training. (We always need more people involved in these functions of the union.)

6. **Grievance Report (J. Gilkeson)**

a. **Ongoing grievance activity:**

- I. Awaiting Step 1 decision on annual evaluation in CAH; delayed by Associate Dean because of personal issue.
- II. Strange Step 2 "non-decision" received for chapter dues but we appear to be close to a resolution.
- III. Proceeding with plans for arbitration in chapter grievance on moving "associate directors" out of unit.
- IV. Change in university promotion and tenure standards (regulation) has been resolved.
- V. ULP filing has been settled.

b. **New grievance activity:**

- I. UFF member hired lawyer for Step 1 grievance - asked for reimbursement of legal expenses and wants UFF to "take over" for Step 2. Why we don't do this.

7. **Bargaining Report (J. Fauth)**

- a. Presentation about parental leave (Yovanna Pineda).
- b. We reached tentative agreement on maintaining the *status quo* of the Preamble and four additional articles:
 - i. Article 4 – Management Rights
 - ii. Article 10 – Employee Performance Evaluations
 - iii. Article 11 – Evaluation File
 - iv. Article 15 – Tenure
- c. We tentatively agreed to maintain Article 18 – Inventions and Works and agreed in principle to changes to our original proposal for Article 7 – Minutes, Regulations, Budgets, and Reports.
- d. In the most recent session, we proposed substantive changes in two articles:
 - i. Article 5 – Academic Freedom
 - ii. Article 8 – Appointment
- e. **The next bargaining session is on Wednesday, December 10th from 10:30 a.m. – 12:30 p.m. in Millican Hall 395.** On the agenda are Articles 5 and 8, plus three additional articles that the BOT team proposed could remain at *status quo*:
 - i. Article 19 – Conflict of Interest or Commitment/Outside Activity
 - ii. Article 22 – Sabbaticals and Professional Development Programs
 - iii. Article 29 – Severability
- f. Additional Upcoming Bargaining Sessions:

- i. Wednesday, December 17th from 10:30 a.m. – 12:30 p.m. in CSB 212
- ii. Thursday, January 15th from 1:30 p.m. – 3:30 p.m. in Millican Hall 395

8. **Communication** (Y. Fernandez)

9. **Old Business** (J. Gilkeson)

10. **New Business** (J. Gilkeson)

- a. Changes in Leadership Positions (J. Gilkeson)
- b. Send a gift card to a colleague? (S. Launier) Scott Launier suggests we collect donations at the social, and the chapter matches donations up to a certain amount. Barry Mauer suggests matching up to \$200 or \$250. Council supports the idea. Remainder of the discussion is tabled until the next council meeting.

11. **Adjournment**

Meeting is adjourned at 4:45 pm