

Minutes
United Faculty of Florida-UCF Chapter
Thursday, January 22, 2015
Howard Phillips Hall (HPH) 409M
10:00 a.m.

In attendance

Sarah Barber
Kathy Daniel-Gittens
Jim Gilkeson
John Fauth
Yan Fernandez
Terri Fine
Scott Launier
Barry Mauer
Dan Murphree
Marshall Ogletree
Beatriz Reyes-Foster
Lee Ross

1. Announcements

- a. Introduction by Marshall Ogletree, UFF Interim Executive Director
- b. Issues for the spring consultation with the Provost discussed
- c. Upcoming spring council meetings (Thursdays):
 - i. Feb. 19, 10:00 – 11:30 am; HPH 409M
 - ii. March 26, 10:00 – 11:30 am; Colbourn Hall 401
 - iii. Apr. 23, 10:00 – 11:30 am; HPH 409M
- d. Gabrielle Russon, higher-ed reporter at the Orlando Sentinel, would still like to meet with individual faculty members or a round table of faculty members to discuss the opening of the downtown campus and any issues or concerns surrounding it
- e. UFF Senate/ Steering Committee Meeting – February 21-22, 2015
 - i. All meetings will be held at the Hilton Tampa Westshore, 2225 North Lois Avenue; Tampa, Florida 33607; Phone: (813) 877-6688.
- f. A faculty member has asked whether we want support from FIRE, (Florida Institute for Reform and Empowerment)? Our response is that we are increasing our presence at CLC (Central Florida Labor Council) meetings (the second Wednesday of every month) as part of a “Give back to our community” program.

- g. A faculty member has asked whether we will support National Adjunct Walkout Day on Wed., Feb. 25. The faculty member has been invited to join the Building Our UFF group to work on a proposal for this.
2. **Approval of Minutes from December 2, 2014 meeting**
 - a. Unanimous approval
 3. **President's Report (J. Gilkeson):**
 - a. leadership development (nominations committee)
 - b. family friendly policies
 - c. Layoffs
 - i. Shutting down Daytona Education program, 3 members of bargaining unit affected
 4. **Treasurer's Report: (B. Mauer)**
 - a. We are in good financial shape.
 - b. We are on target with our budget for Spring 2015
 5. **Membership and Events:**

Membership recruitment & updates (Y. Fernandez):

 - a. B. Reyes-Foster: Family Friendly group met Wednesday, January 21 at noon.
 - i. Meeting Wednesday before each UFF Council Meeting. Next meeting is February 18, 2015.
 - b. "Course releasers" met on Jan. 13 and will meet at least once a month in the spring.
 - c. Tison Pugh, Keith Folse, and Barry Mauer will give a one hour TIP workshop on Wednesday, February 25th, at noon in Physical Sciences 161
 - d. Please offer any ideas & resources for workshops including workshops for bargaining and grievance training. Send any ideas to Yan Fernandez (yrf@me.com) or Scott Launier (scottlaunier@gmail.com).
 - e. "Building Our UFF" continues to meet and has definitive leadership, including Yan Fernandez, Scott Launier and Beatriz Reyes Foster
 6. **Grievance Report (D. Murphree)**
 - a. **Ongoing grievance activity:**
 - i. A Step 2 has been received in the case of a faculty member grieving his annual evaluation. UFF will not pursue this to arbitration.
 - ii. The chapter dues grievance is settled, but UFF has until August 31, 2015 to verify (with the first fall semester paycheck) that the settlement has been implemented appropriately.
 - iii. The grievance regarding moves of faculty out of unit is still waiting a state decision to go to arbitration or to file a unit declaration with PERC
 - b. **New grievance activity:**
 - i. 3 new grievance inquiries from faculty since 1/1/15

- ii. Grievance Committee Members Needed

7. Bargaining Report (J. Fauth)

- a. We TA'ed Article 9 - Assignment of Responsibilities during our January session
- b. In last month's bargaining sessions, we reached tentative agreement with the Board of Trustees' team on four articles:
 - i. Article 7 – Minutes, Regulations, Budgets, and Reports
 - ii. Article 16 – Disciplinary Action and Job Abandonment
 - iii. Article 19 – Conflict of Interest or Commitment/Outside Activity
 - iv. Article 21 – Other Employee Rights (which remains unchanged from the current CBA)
- c. Both parties now have tentatively agreed on 16 of the 32 contract articles, plus the Preamble.
- d. Bargaining observers needed
- e. During the first December bargaining session, Dr. Yovanna Pineda presented the results of her research on parental leave programs
- f. The next bargaining session is on Thursday, February 5th from 1:30 p.m. – 3:30 p.m. in CSB 221
- g. Save-the-date Upcoming Bargaining Sessions:
 - i. Thursday, February 26th from 1:30 p.m. – 3:30 p.m. in Millican Hall 395
 - ii. Thursday, March 19th from 1:30 p.m. – 3:30 p.m. in Millican Hall 395
 - iii. Thursday, April 9th from 1:30 p.m. – 3:30 p.m. in Millican Hall 395

8. Communication (Y. Fernandez)

- a. A communication task force has formed, with Yan Fernandez, Barry Mauer and Meredith Tweed

9. Old Business (J. Gilkeson)

- a. No old business discussed.

10. New Business (J. Gilkeson)

- a. 2015 AFT/NEA Joint Higher Education Conference at Swan & Dolphin, March 12-15. Registration now open. Deadline for registration is Feb. 2. (S. Launier)
- b. Proposal for giving back to our members: parking grants; presentation travel stipends (S. Launier)

11. Adjournment

- a. Meeting adjourned at 11:38am