

UNF-UFF Chapter Council Minutes—19 August 2016

Call to order—John White 10:36 AM

Present—Caroline Guardino, John White, Dan Dinsmore, Susan Perez, Hope Wilson, Peter Magyrai, Juliana Leding, Becky Marcon, Chau Kelly, and Zornitz Prodanoff

Approval of Agenda—John White

Caroline Motion, Susan Second, All in Favor

Approval of Minutes—John White

Committee Reports:

Treasurer—Caroline Guardino

(See attached budget and proposed budget)

Generally same budget as last year. Historically, we have had a large budget carry-over from year to year. The proposed budget looks to put more resources into membership.

Susan proposed additional line entry for “Outreach,” to build community and host events across campus.

John proposed a graduate student scholarship working on a thesis or research regarding labor or union issues.

John also proposed to commission to study time in rank and promotion among ethnicity and gender. This can be rolled into consulting/labor to \$2,000. Could be part of a state database to combine efforts across chapters.

Chau move to approve, Dan second. All in favor

IRS approve.

Discuss an awards, celebration or dinner to highlight all union members who have received awards, going back 5 years. John was thinking about hosting it at his house, catered, but casual event. Tentatively scheduled for September, towards end of year.

Membership—Caroline Guardino

Bess and Caroline attended membership retreat in Gainesville last month. Ideas:

- Did You Know? Sent out every week. This we need to have a Communication Chair/Committee. Perhaps be a part of bargaining. Can highlight what we are doing? Can we use this as a way to let us know about issues that might be important?
- Focus Groups regarding specific issues (Associate Professors, Inversion and Compression, and Salary) etc. Town Hall Meeting in September. Starbucks from 4:00-6:00pm on Friday.
- We have already scheduled Coffee with Provost and President.

Grievance—Dan Dinsmore

Busy with annual reviews. Two informal grievances that will most likely go to formal grievances. Two overarching issues with annual reviews. One issue is with chairs inserting disciplinary issues and language into annual reviews. In order to be included, but it must have a direct impact on teaching, research, or service, with evidence provided. Since this is more systematic, we will move forward to file a chapter grievance, also including the language around signatures (e.g., only to document receipt not agreement). If we had guidelines on some of these issues, then many of these grievances could be avoided.

The other outstanding issue is for a specific situation, to have someone other than chair (e.g., direct supervisor) for the faculty member. This should be acceptable, with documentation of the history of the problems.

Delay in approval of departmental guidelines. The university administration has been waiting for outside counsel to review. Yesterday, the president indicated that he will be moving forward to review and approving the guidelines within the next few weeks. The chapter is ready to file a grievance if this continues to be delay.

Bargaining—Susan Perez

Next meeting will be next week. Are there other issues to be re-open? We have 3 issues to re-open in addition to salary. Dan suggests Family Leave.

Susan suggests Banking System, we will send out a survey to gather faculty feedback on Banking System. Bess will create a survey to gather feedback on the proposed policy. As a Bargaining Team, they will develop a counter-proposal based upon faculty feedback.

President's Report—John White

We are working on the "State of the Union" newsletter. Looking for us to outline some key topics. John is working on welcome emails to all new faculty.

UFF Senate Meeting, September 16-18 in Tampa West Shore. Let John know beforehand, so that we coordinate carpooling. Save receipts so that Caroline can coordinate payments.

Chapter Directions is an ongoing discussion. Should be take a more assertive or collegial approach towards Academic Affairs and Administrator. They respond more to grievances and arbitration.

New Leaders for coming year. We need to develop new cadre to continue the leadership, we need people who can step up.

New Business

No New Business.

Move to Adjourn, Dan move, Juliana Second. All in favor.