

UNF-UFF Chapter Council minutes – 28Aug15

Call to order – John White – 1038am

Present: Caroline Guardino, Ellie Scheirer, Allison Bruey, Candi Churchill, Gabe Ybarra, Stephanie Weiss, Alice Eng, Becky Marcon, Mark Ari, Juliana Leding, Susan Perez, John White, John Hatle, Jan Humphries, Alex Schonning (after office hours)

Excused: Terri Ellis (teaching), Joe Flowers (teaching), Dan Dinsmore (conference); Absent: James Beasley

Treasury report - Caroline

We are required to approve budget for 2015-16 during our August meeting. Caroline reviewed our spending from last year. The chapter underspent on subcommittee chair stipends and overspent on hospitality and bargaining. Overall the overage was \$763.27.

Caroline explained her proposed budget for 2015-16, line by line. She recommended a budget that would spend \$17,750 more than our income if (and only if) we are successful in recruiting enough faculty to get our membership up to 50%. We have sufficient funds in our saving to cover this discrepancy between the predicted income and spending. The budget was approved unanimously.

President report

John White stated that subcommittees need to meet each month. This was not successful last year but needs to be this year.

John White reported on bargaining for the year. Last year was a 'full book' negotiation, with all articles open; this happens every third year. This year is reopeners, with salary as a mandatory reopener, and each team getting up to three other articles to reopen. As of now, all information on bargaining is confidential, as the UFF team has not yet revealed to the Administration team which articles will be reopened.

Some faculty missed the compression and inversion raises last year and have been vocal about it. Parental leave is another issue for bargaining; Candi stated we should focus on *family* leave to cover for other situations other than childbirth. John said that the administration has recently mentioned that summer ISQs become available to students only a few weeks after the start of the (short) summer semester; the administration may bring this to the bargaining table. The bargaining team is considering bargaining on the retention of benefits as long as the contract is in force (despite new legislation). Allison suggested greater focus on merit raises; John responded that we're ok with it if there's money.

Membership report

Caroline reported that a membership drive is planned for this year, after the contract (i.e., raise) success of last year. She suggests lots of events such as retirement events or monthly events at the Boathouse. A major goal of a membership drive is to learn the issues of the faculty, and what they'd like to see change both on campus and beyond. Caroline said that other chapters start ad hoc subcommittees based on the major concerns they learn

about by talking to the faculty. We asked all Chapter Council members to meet with 2 non-members, hear their concerns, and ask them to join.

State Senate

Held Sept 11-13 in Tampa. All Senators are expected to attend, or if unavailable to arrange for an Alternative to attend.

Elections for NTT promotion committee

The first opportunity for NTT promotion occurs this year. Part of the CBA requires a University Non-tenure track promotion committee, parallel to the university P&T committee. Only ~8 faculty will be eligible for promotion this year, so the amount of work for the committee will be minimal. Terri is soliciting nominations for the committee.

Guidelines

The new CBA eliminate bylaws, and some elements of that will be replaced by Guidelines. Any operating procedures, summer appointments are now covered in other part of the contract. Guidelines are only on promotion (including NTTs) and evaluations. UFF encourages all departments to begin to draft Guidelines. This effort should be a conversation between the faculty and the chair.

Civil behavior

Marc Snow (University attorney), during the annual training of Chairs and Deans, insisted faculty be evaluated based on whether their behavior is civil (or not). The Administration seeks to include comments on behavior in the annual evaluations and tenure appraisals of faculty. UFF's position is that behavior is a personnel issue, through the discipline article and HR, and statements on behavior should not appear in evaluations. Behavior should not be part of the annual evaluation.

Website updates

John White has updated the new website (unf-uff.org). Among other new items, there is a new page on the Guns on Campus issue. Members are encourage to check the site regularly, and to point the faculty colleagues to the site.

President's message

John sent an email message to all faculty to begin the new academic year.

Communications

Steph and Alice said they will continue to put out a newsletter. Alice said they could start a regular segment on "Know your rights". John suggested that the Facebook page needs to be updated.

Submitted by John Hatle, 14 Sept 2015