

UNITED FACULTY OF FLORIDA

U N I V E R S I T Y O F F L O R I D A C H A P T E R

309 Yon Hall

Gainesville, FL 32611

352-392-0274

Meeting Minutes

Minutes of 3 PM 1/16/12 UFF-UF Chapter Council Meeting, 309 Yon Hall

Present: Tom Auxter, John Biro (presiding), David Groisser, Sumi Helal, David Hickey, Pradeep Kumar, John Leavey, Paul Ortiz, Leah Rosenberg

1. The 11/10 and 12/8 minutes were approved.

2. Social hours reminder: 1/20, no social hour in Feb (2/23 Spring Dinner/Business Meeting), 3/16, 4/20.

3. i) Council meeting schedule: 2/9, 3/12, 4/12, 5/7.

ii) UFF Spring Senate Meeting is 2/18-19 in Tampa: UF Chapter Senators let John Biro know as soon as possible if attending; if not, provide proxy forms.

iii) UF Chapter reps from UFF and GAU will meet after the UFF Council Meeting 2/9. Right before the 2/18-19 Senate Meeting all senators are invited to attend the UFF-GAU caucus.

iv) Lyris, the email list program used by FEA, will replace for the most part the previous stand-alone email system; Leah Rosenberg is trained on it now, and it can be used from any location. Seven or eight people, including Candi Churchill, Maria Rogal and Phillip Minson, are intended to be the administrators, and the current mechanism of sending proposed drafts to John Biro, and if he's not around, forward to David Groisser and/or John Leavey, will continue. Sumi Helal questioned who is the owner, who will decide on policy, and someone needs to sit down with the set-up to get exactly what we want. John Biro affirmed that for policy purpose, any official UFF message drafts must be sent to John, David G. and/or John Leavey.

v. No responses have been received from the officer-committee nominee solicitation email at the end of fall term. Leah suggested the reminder email make the committee and officer descriptions less opaque, and perhaps we should provide a sign-up mechanism on the website, similar to membership. According to the Bylaws a full slate of candidates should be identified 30 days ahead of the meeting, which would be 1/23. Descriptions of the work of officers, committee chairs, senators and FEA delegates need to be improved.

4. The current status of the 3% reinstatement bargaining, the FEA lawsuit, contingencies based on that statewide decision, and P.K. Yonge faculty issues were discussed.

5. Discussion ensued on several grievance inquiries and ongoing cases.

6. Membership is now at 41.7%, so 235 more new members are needed to get to 55%.

A proposal for capping dues or providing some type of rebates to capture new members/mollify old-timers drew much discussion. Tom Auxter said UFF membership is not a consumer relationship, that the concept of "buying insurance" by belonging to the union is wrong thinking, allowing some people to feel they would not be getting their money's worth from that "insurance"; they would not rightfully focus on the union's role in countering the threats to the integrity of their profession [Tom Auxter advocated this statement continue to be in the minutes].

7. a) Susan Hegeman will meet soon with someone to replace Mark P. as website coordinator. Mark is now working for the FEA.

b) Revisions to the Bylaws were approved by Council last meeting; there will not have to be any revised constitution votes in the upcoming membership dinner/meeting, since all these revisions were passed last February.

A Chapter Newsletter email will be sent to those in the bargaining unit: the intention is to regularly send this, with categories of coverage including upcoming events, grievance/bargaining updates, legislative action and membership issues. Perhaps a section labelled "Did You Know?" can address things like benefits or contract niceties, with links to the full descriptions.

Meeting adjourned 4:30.

Minutes submitted by David Hickey 2/8/12

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U N I V E R S I T Y O F F L O R I D A C H A P T E R

309 Yon Hall

Gainesville, FL 32611

352-392-0274

Meeting Minutes

From: David Hickey, Secretary
To: UFF-UF council
Sent: Thu, March 8, 2012 11:54:11 AM
Subject: Re: Proposed 2/9 Minutes Draft, Revised 1/16 Minutes

Minutes of 2 PM 2/9/12 UFF-UF Chapter Council Meeting, 309 Yon Hall

Present: Jackie Ayers, John Biro (presiding), Candi Churchill, David Groisser, Susan Hegeman, Sumi Helal, David Hickey, Pradeep Kumar, John Leavey, Leah Rosenberg

1. The 1/16 minutes (see below) were approved with corrections.
2. The Steering Committee for Membership will meet 1 PM on 2/10.
3. i) UFF Senate meeting 2/18-19: John Biro needs proxy forms for those not going.
 - ii) at the conclusion of today's Council meeting, GAU senators will discuss caucus issues coming up at the Senate Meeting in Tampa.
 - ii) Spring election mechanics were extensively discussed: a physical vote of UFF members will take place sometime after the Spring Dinner.
 - iv) the School of Architecture invited someone from UFF Council to their Faculty Council 2/14: John Leavey and Leah Rosenberg will again attend.
4. Current bargaining issues were discussed extensively.
5. Grievance had a limited discussion.
6. Leah reported that 102 reps have agreed to visit colleagues, however they should be alerted to the latest information about the in-unit status regarding the 3% re-instatement conditions and the union's response to them. John Leavey recommended emphasizing that negotiations are still going on, and are long-range.

7. No old business nor website issues were taken up.

8. No new business; feedback on the results of the survey taken last fall were requested.

Meeting concluded around 3:30.

Minutes submitted by David Hickey 3/8/12.

UNITED FACULTY OF FLORIDA

U N I V E R S I T Y O F F L O R I D A C H A P T E R

309 Yon Hall

Gainesville, FL 32611

352-392-0274

Meeting Minutes

From: David Hickey, Secretary
To: UFF-UF council
Sent: Tue, April 10, 2012 5:11:03 PM
Subject: Fw: Proposed 3/12 Minutes Draft

Minutes of 12:30 PM 3/12/12 UFF-UF Chapter Council Meeting, 309 Yon Hall

Present: John Biro (presiding), Candi Churchill, David Groisser, Susan Hegeman, Sumi Helal, David Hickey, Pradeep Kumar, John Leavey, Paul Ortiz, Leah Rosenberg

Guest: Aida Hozic (Political Science Department)

1. 2/9/12 minutes (see below) approved.

2. The UF administration has hired a new bargaining coordinator from Michigan. Pradeep Kumar will be running for Chair of the Faculty Senate.

3. i) John Biro asked those requesting summer release time to let him know by the end of next week.

ii) The "Shared Services" model to reorganize staff services will result in lay-offs, with as many as 35 targeted in CLAS. The final decision is supposed to come in April. Other schools like Engineering, and especially the Computer Science Department in the latter, are contemplating this as well. Kim Emery has drafted a letter of concern; Aida Hozic suggested that such a statement should come from UFF to express solidarity with the staff and to address the negative effects of this move on faculty. Paul Ortiz mentioned the need for people to write letters to the editor and otherwise sound the alarm.

iii) According to the Collective Bargaining Agreement language--"there will be no benefit reduction"--the university's final proposal for health insurance will have to be bargained before it can be imposed on faculty. Candi Churchill iterated the need to get legal advice on how to interpret the health insurance proposal in light of the CBA. UFF needs to work with GAU and perhaps UF agencies like campus police to negotiate the insurance package and air joint concerns.

iv) Some upper level courses are being taught by grad students, with undergrads as TAs and graders. This situation raises a flag in terms of the problems of supervision. The faculty senate must be apprised of this phenomenon, which is increasing nationwide under the rubric of "engaged student movement".

4 and 5. Nothing pressing needs to be discussed related to either the Bargaining or the Grievance Committee.

6. 20 new members have joined the union since January.

7. i) The mechanics are being worked out for the 4/17 - 18 and 4/20 chapter elections. Proposed schedule: Tuesday 4 - 7 PM at the Reitz colonnade, Wednesday in association with an 11:30 UFF luncheon meeting at Reitz, and Friday at the monthly social hour at 215 Dauer. Education and P. K. Yonge are probably going to have separate election locations.

ii) The reorganized web site is almost ready, after months of hard work: thanks to Susan Hegeman for her leadership and contributions. Susan thinks it will be flexible in terms of space for new information etc.

8. i) New chapter activities, some brought forward by Paul Ortiz, should be examined systematically. Paul asks how can the union involve people better? Perhaps a higher visibility in the community through such volunteer activities as chapter members participating in the WUFT phone pledge campaigns would be useful. Other examples include 3% "reinstatement" and GatorCare town meetings, teach-ins on the history of UFF, forums on such things as academic freedom and wider involvement in endeavors like the Penrod Award. Candi mentioned we need a way to delegate and bring people in, such as taking non-members one-on-one to coffee. The social calendar should add more social events during the day, not just at the end of the day on certain Fridays. We should have a lunch featuring Pat Dix and Tom Auxter to draw lessons from past legislative sessions and implications for future ones. Rori Bloom had suggested nominees for elections get together before or after elections to discuss duties and division of labor. Each Vice President should have a particular portfolio so that different aspects can happen in the organization systematically; for example, a social committee should work to remind membership of upcoming events and prepare the way for volunteer help.

ii) Attention should be paid to UF Chapter leadership development. Further discussion is needed.

The meeting adjourned around 2:15.

Minutes submitted by David Hickey 4/10/12.

UNITED FACULTY OF FLORIDA

U N I V E R S I T Y O F F L O R I D A C H A P T E R

309 Yon Hall

Gainesville, FL 32611

352-392-0274

Meeting Minutes

Date of Meeting: 05/07/12

Place: Griffin-Floyd Hall Library (3rd Floor), University of Florida, Gainesville

Attendees: John Biro (presiding), Oscar D. Crisalle, Leah Rosenberg, John Leavey, Cindy Craig, David Hickey, Meera Sitharam, Maria Rogal, Jorg Peters, Mark Davidson, Gene Witmer, David Groisser, Pradeep Kumar, Susan Hegeman

Time: The meeting started at noon and adjourned at 4:40 pm.

1 Approval of Minutes of Previous Meetings

The minutes of the UFF-UF Chapter Council meeting of 03/12/12 were approved.

2 Announcements

None.

3 President's Report

3.1 Elections

President John Biro reported that Chapter election results have been officially reported to the United Faculty of Florida office in Tallahassee.

3.2 Release Time

President John reviewed the official criteria for course-release time and the timetable for submitting release-time requests. He will send a reminder in mid-September to all eligible officers to respond with their request for being included in the list for the Spring 2013 term.

3.3 Summer Events

President John Biro asked all Council members to report to him their availability during the summer term.

3.4 Organizers

The renewal of contracts for organizers was discussed. There was consensus that this matter should, in principle, have a high priority. President John Biro indicated that a subcommittee of the Council should work on the preparation of job descriptions that can be used in case that in the future the Chapter wishes to consider creating permanent or long-term positions. A cost analysis would be necessary, and should include cost-sharing opportunities with other state unions as well as an investigation of available grants for funding such positions. John Biro will solicit volunteers for serving in the committee.

4 Bargaining Report

Chief Negotiator John Leavey reported that discussions regarding a review of the Contract Bargaining Agreement will begin on May 15, 2012. The status of current bargaining activities was discussed.

5 Grievance Report

Grievance Committee Chair Pradeep Kumar and committee member John Leavey indicated that a large number of grievances are in progress, with many moving on to the arbitration phase. Volunteers to work and be trained as Grievance Officers are welcome.

6 Membership Report

Leah Rosenberg and Susan Hegeman reported that their committee is working on reconciling our internal membership list with the official list of the UFF office in Tallahassee.

7 Treasurer's Report

Chapter Treasurer David Groisser reported on the current income, expenses, and balances of our account as of 5/31/12.

8 Other Business

Tentative criteria for providing a compensation bonus to clerical employees of the Chapter were discussed.

The Chapter practices for buying advertisements and providing awards to other organizations were discussed. It was suggested that input be solicited from Council members regarding these expenditures, and that, pending other discussions, we continue to support those advertisements and awards that have been historically approved by the Chapter.

Minutes submitted by Oscar D. Crisalle, UFF-UF Secretary, 06/25/12.

UNITED FACULTY OF FLORIDA

U N I V E R S I T Y O F F L O R I D A C H A P T E R

309 Yon Hall

Gainesville, FL 32611

352-392-0274

Meeting Minutes

Date of Meeting: 06/25/12

Place: 309 Yon Hall, University of Florida, Gainesville

Attendees: John Biro (presiding), Oscar D. Crisalle, Leah Rosenberg, Peter Hirschfeld, Maria Rogal, John Leavey, David Hickey, Maria Rogal, David Groisser, Pradeep Kumar, Candi Churchill, Jackie Ayers

Time: The meeting started at 2:00 PM and adjourned at 4:00 pm.

1 Approval of Minutes of Previous Meetings

The minutes of the *UFF-UF Chapter Council* meeting of 05/07/2012 were approved.

2 Announcements

None.

3 President's Report

3.1 Communications Committee

John Biro announced that Maria Rogal heads the Communications Committee, with Meera Sitharam and Marilyn Ochoa as confirmed members. The activities of the committee are coordinated with the assistance of a Basecamp software account that could be also used to support other activities and projects. David Groisser suggested that the UFF-UF Chapter should pay the \$20 per month Basecamp subscription cost.

3.2 Release Time

John Biro reminded the Council that in mid-September he will proceed to solicit requests for Spring 2013 release time.

3.3 Social Events

The *Events Committee* chaired by D. Hickey discussed plans for social events for the summer and fall semester. Monthly social gatherings (happy hours) will alternate between a

campus and an off-campus location. The committee welcomes suggestions for locations. The organizations of the New Faculty Reception event as well a luncheon for the month of August were discussed.

4 Bargaining Report

John Leavey reported that the *Bargaining Committee* is focusing on negotiating the Contract Bargaining Agreement. It was mentioned that the FEO program and the Parental Leave program are scheduled to sunset.

5 Grievance Report

John Leavey indicated that several grievance processes are under way, and that some are likely to progress to the arbitration stage.

6 Treasurer's Report

The Chapter Treasurer David Groisser presented a Fiscal Report for the period of 6/1/2011 to 5/31/2012. He also compared and contrasted the report's figures with the Budget for the same period.

7 Membership Report

Leah Rosenberg reported on the growth of the chapter over the past 12 months. A significant fraction of the increase realized was due to College of Engineering memberships.

8 Old Business

Not applicable.

9 New Business

There was consensus that in the future a committee should be assigned the responsibility and authority to support student requests for funding of various activities concerning union-related student events.

Minutes submitted by Oscar D. Crisalle, UFF-UF Secretary, 06/23/12.

UNITED FACULTY OF FLORIDA

U N I V E R S I T Y O F F L O R I D A C H A P T E R

309 Yon Hall

Gainesville, FL 32611

352-392-0274

Meeting Minutes

Date of Meeting: 07/23/12

Place: Griffin-Floyd Hall Library (3rd Floor), University of Florida, Gainesville

Attendees: Sophia Acord, Tom Auxter, Jackie Ayers, John Biro (presiding), Candi Churchill, Oscar D. Crisalle, Mark Davidson, David Groisser, Peter Hirschfeld, Pradeep Kumar, John Leavey, Paul Ortiz, Jorg Peters, Maria Rogal, and John K. Schueller.

Time: The meeting started at 2:00 PM and adjourned at 4:00 pm.

1 Approval of Minutes of Previous Meeting

The minutes of the UFF-UF Chapter Council meeting of 06/25/12 were approved. It was agreed that meeting minutes can be posted for public access at the new web site of the Chapter (currently under development by the Communications Committee).

2 Announcements

The UFF-UF Chapter received a letter from the Wisconsin AFL-CIO expressing gratitude for our support.

The book entitled *The Steward's Toolbox—Skills and Strategies for Winning at Work*, by Mischa Gaus (Editor), Labor Notes (2012) has recently appeared. It features an article from UFF-UF member Prof. Paul Ortiz. A copy is available for members' inspection at the UFF-UF Chapter Office in Yon Hall. Details on the book contents and information on how to acquire a copy can be found at <http://store.labornotes.org/stewards-toolbox.html>.

3 President's Report

3.1 Release Time

The latest communications between the UFF-UF Chapter and the UF administration seem to indicate that a course-release agreement will be reached shortly.

3.2 Staff Schedules

Staff schedules were discussed.

3.3 Parameters for Committees

President John Biro asked that each committee produce a list of decisions and actions within the committee's authority, and to classify them in the following categories: (1) decisions requiring approval by the President, (2) decisions requiring authorization by the Council, and (3) decisions that can be taken by the committee without need of external approval. The President also requested from each committee a proposed process to secure approval of committee decisions/recommendations.

4 Bargaining Report

Chief Negotiator John Leavey indicated that significant progress has been made regarding negotiations on the Contract Bargaining Agreement. The Chapter has advanced specific proposals regarding Sabbaticals, Professional Development Leaves and Faculty Awards Programs, which are now under consideration by the administration.

5 Grievance Report

Committee member John Leavey reported that the University of Florida administration has recognized that employees have *Weingarten Rights* during investigatory interviews. An investigatory interview is any process where university officials question an employee for the purpose of obtaining information that could lead to disciplinary action, or where an employee is asked to defend/explain alleged misconduct. Weingarten Rights ensure that the employee can have union representation during the interview. Furthermore, John stated that the union representative is not a silent partner in the interview, since the only major constraint imposed is that the representative cannot direct the employee to not answer a question. During the questioning period the representative may choose to interrupt for the purpose of requesting clarification of questions or to raise objections. John urged the Council to let everyone know that it is in the employee's best interest to choose to have a union representative present.

6 Treasurer's Report

Treasurer David Groisser revisited the budget for the current year. He urged the Chapter to make every reasonable effort to budget expenditures with sufficient advance, hence avoiding the undesirable constraints associated with making last-minute decisions.

7 Membership Report

Membership Committee Co-Chair Leah Rosenberg discussed a new plan for membership recruiting to be put in place starting August. The envisioned structure includes establishing UFF-UF representatives in as many academic units as possible within the

bargaining unit to increase the Chapter's visibility, improve recruitment, and facilitate the communication between union members and leadership.

Leah also presented a comprehensive *Proposal for Funding a Full-Time Organizer for August 2012-May 2012*. The document includes the identification of goals for the Chapter, provides justifications for the urgency of building a wider and self-sustaining infrastructure for the Chapter, and recommends that resources be allocated to fund an organizer. President Biro stated that this proposal will be discussed in a Special Meeting to be held within the next two weeks.

8 Communications Report

Committee Chair Maria Rogal reported that significant progress in the development of the web site for the Chapter has been made under the initiatives of our new Web Master, Rob Short. A new Newsletter is being designed, and the frequency of distribution of the document is under consideration. The committee is also developing a presence for the Chapter in all the major social media environments.

9 New Business: Political action—2012 elections

First Vice President Tom Auxter indicated that the 2012 elections in Florida will be of critical relevance to UFF's ability to continue to defend the professional interests of its members. It was clarified that Tom Auxter serves as the current Chair of the Government Relations Committee.

10 Other Business

A discussion took place regarding plans to honor past members of the UFF-UF Chapter to recognize their contributions, with a focus on retired individuals. The Chapter's dinner events appear to be a most appropriate forum for this plan.

Minutes submitted by Oscar D. Crisalle, UFF-UF Secretary, 08/13/12.

Meeting Minutes

Date of Meeting: 08/13/12
Place: Griffin-Floyd Hall Library (3rd Floor), University of Florida, Gainesville
Attendees: Tom Auxter, John Biro (presiding), Oscar D. Crisalle, Mark Davidson, David Hickey, Peter Hirschfeld, Pradeep Kumar, John Leavey, Meera Sitharam
Time: 2:00 PM

The meeting started at 2:00 PM and adjourned at 4:00 pm.

1 Approval of Minutes of Previous Meeting

The minutes of the *UFF-UF Chapter Council* meeting of 07/23/12 were approved.

2 Announcements

None.

3 President's Report

3.1 Council Meetings for AY 2012-2013

The Council meeting date for the month of September has been set for 09/20/12 at 2:00 pm. The remaining Council meetings for the Fall semester will be scheduled by the Secretary in consultation with the President after information about the availability of participants is collected. The meeting schedule for the Spring semester will be determined in the month of November.

3.2 Release Time

President John Biro indicated that all issues under discussion with the administration regarding release units are about to be resolved. John reminded the Council that members who would like to be request release time for the Spring 2013 semester must contact him so that he can compile a list of candidates.

4 Bargaining Report

Bargaining Committee Chair John Leavey reported that a *Bargaining Training Session* took place on 07/26/12, led by Service Unit Director Candi Churchill and himself, with the support of Organizer Joe Richard. He also reported that there is continued progress towards reaching an agreement on the Collective Bargaining Agreement. He reminded the

Council that if an agreement is reached the next step would be to carry out a ratification vote.

5 Grievance Report

Grievance Committee Chair Pradeep Kumar reported that a *Grievance Training Session* led by Service Unit Director Candi Churchill and himself took place on 07/11/12. He also indicated that several grievances are still in progress.

6 Treasurer's Report

No new information was presented.

7 Membership Report

Secretary Oscar Crisalle reported that Membership Committee Chair Leah Rosenberg has organized our Chapter's participation in the New Faculty Orientation event hosted by the University of Florida on 08/15/12. Literature appropriate for that audience has been prepared for distribution by Communications Committee Chair Maria Rogal, including a new banner of a size appropriate for the space that has been allocated to the Chapter.

8 Old Business

The choice of a location for the Chapter's social events (excluding lunch and dinner banquets) was revisited. The Council had previously approved a plan advanced by Social Events Coordinator David Hickey, proposing alternating between a campus and an off-campus site. Some members expressed dissatisfaction with the space constraints of the Dauer 215 room traditionally used for on-campus socials, and suggested that all social events be done off campus. Others valued the advantage of having the Dauer room as a default location that is associated with Chapter socials. It was decided that the alternating-locations plan should be tried out as proposed, and that modifications would be considered only after some more experience with off-campus events is acquired.

9 New Business

UFF President Tom Auxter reminded the Council that there will be Training Sessions on Grievance and Bargaining at the upcoming UFF Senate Meeting (Tampa, 9/21/12), and he encouraged all senators other Chapter officers to participate in those sessions.

Minutes submitted by Oscar D. Crisalle, UFF-UF Secretary, 10/25/12.

Meeting Minutes

Date of Meeting: 09/20/12
Place: 150 Pugh Hall, University of Florida, Gainesville
Time: 2:00 PM
Attendees: Tom Auxter, John Biro (presiding), Candi Churchill, Cindy Craig, Oscar D. Crisalle, Mark Davidson, David Groisser, Sumi Helal, David Hickey, Peter Hirschfeld, Aida Hozic, Pradeep Kumar, John Leavey, Leah Rosenberg, Maria Rogal, and John K. Schueller

The meeting started at 2:00 PM and adjourned at 4:00 pm.

1 Approval of Minutes of Previous Meetings

It was decided that the minutes of the UFF-UF Chapter Council meeting of 08/13/12 would be approved via an electronic-mail process.

2 Announcements

None.

3 President's Report

3.1 Upcoming UFF Senate Meeting in Tampa

The September meeting of the UFF Senate will take place in the Wyndham Tampa Westshore hotel in Tampa, Florida, from 9/21 to 9/23. Senators who will not attend the meeting were reminded to fill out a proxy form allowing another Chapter member to vote in their place.

3.2 Scheduling of Fall Meetings

Meetings for the months of October, November, and if necessary December, will be determined with the assistance of a polling system to determine member availability.

4 Treasurer's Report

4.1 Discussion of an FEA Grant

The Council discussed appropriate venues for spending funds received as an FEA grant resulting from a proposal submitted via UFF and co-authored by the Chapter's Membership Chair Leah Rosenberg and Service Unit Director Candi Churchill. A motion

was made to utilize the funds to hire a new organizer. A discussion ensued and a vote was taken with the result of 13 yes and one no.

4.2 Approval of the 2012-13 Budget

Treasurer David Groisser presented the 2013-13 budget for the Chapter. A discussion ensued, and the budget was then approved unanimously.

5 Bargaining Report

Chief Negotiator John P. Leavey gave a brief update on the bargaining negotiations with the university administration leading to the renewal of our Contract Bargaining Agreement. A clarification was made regarding a recent administration-issued memo regarding the eligibility of in-unit members to apply for the current round of Faculty Enhancement Opportunity (FEO) Awards

6 Grievance Report

Grievance committee Chair Pradeep Kumar reported that all grievances are progressing at the anticipated pace, and that some settlements are under negotiation.

7 Membership Report

Membership Chair Leah Rosenberg reported that the new structure for department representatives has been fully designed and that the strategy is being implemented.

8 Communications Report

Communications Chair Maria Rogal reported on the completion of the current release of our Chapter web page, and indicated that her committee is willing to receive new design ideas, as well as proposals for content and comments for posting.

9 Government Relations

Government Relations Chair Tom Auxter indicated that his committee is active in promoting participation by members of all political parties in the upcoming federal and state elections. He has released a non-partisan UFF flyer entitled "Election 2012: The Fate of Higher Education Hangs in the Balance."

Minutes submitted by Oscar D. Crisalle, *UFF-UF Chapter Secretary*, 10/12/12.

Meeting Minutes

Date of Meeting: 10/25/12
Place: 150 Pugh Hall, University of Florida, Gainesville
Attendees: Tom Auxter, John Biro (presiding), Oscar D. Crisalle, Mark Davidson, David Groisser, Maria Rogal, Leah Rosenberg
Guests:
Time: 2:00 PM

The meeting started at 2:00 PM and adjourned at 4:00

1 Approval of Minutes of Previous Meetings

The minutes of the *UFF-UF Chapter Council* meeting of 08/13/12 were approved.

2 Announcements

President Biro indicated that the Council will take steps to set the dates for the Spring 2012 meeting dates as early as possible. Secretary Oscar Crisalle will coordinate the effort.

3 Bargaining Report

President John Biro indicated that bargaining activities are proceeding at a fast pace and that the union and administration teams are meeting with twice the frequency previously agreed.

4 Grievance Report

President John Biro indicated that planning is in place for training more grievance officers and preparing more members to play a leadership role in the Grievance Committee. Opportunities for shadowing current officers will be made available.

5 Treasurer's Report

Treasurer David Groisser reminded the Council that it was previously agreed that a committee would be designated to screen and endorse expenditures that classified in the budget as *miscellaneous expenditures*, including some expenditures that had previously been classified as *donations*. He indicated that it is now time to constitute the committee, including assigning its mandate and scope of decision-making privileges.

6 Membership Report

Membership Committee Chair Leah Rosenberg reported that office visits have continued with regularity. She reminded the Council of our upcoming UFF-UF Updates Luncheon event (scheduled for November 7) and suggested that we proceed to invite prospective members to the meeting.

7 Communications Report

Communications Chair Maria Rogal shared with the Council a first draft of a list of individuals and committees who will have approval authority for posting content in the Chapter's web site, and requested feedback from the Council membership. After considering suggestions to be produced by those in attendance she intends to distribute the document to the entire Council via electronic mail seeking broader input.

Maria Rogal also discussed a preliminary proposal to use the Google Voice service to strengthen the Chapter's ability to respond to phone inquiries in a timely fashion. She indicated that basic concerns, such as honoring requests for confidentiality, for example, have been fully considered. A more concrete proposal will be presented to the Council in a future meeting.

8 Government Relations Report

Government Relations Committee Chair Tom Auxter indicated that the committee will continue to work to promote voting in the upcoming elections in a strictly non-partisan fashion.

9 New Business

Concerns with the recently implemented electronic teacher-evaluation system were raised and discussed.

One concern regards the fact that the evaluations are done on an opt-in basis. Research has shown opt-in surveys to be intrinsically biased, principally because the respondents are not a random sample. Another concern is that, according to faculty reports, a relatively low number of students choose to participate in the evaluation, which significantly decreases the statistical significance of the collected data. Since these evaluations are part of the metrics used to assess the merits of tenure and promotion candidates, it was argued that the problem lies within the scope of interests of the Chapter. The viewpoints included the position that the Chapter is not able to have any effect on this problem, as well as the opposing perspective that the Chapter perhaps should take action to remedy the problem since the Contract Bargaining Agreement encompasses tenure and promotion issues.

It was pointed out that the 2012 benefits packages presented by the University of Florida to faculty show that the CNA Long Term Care program has been discontinued, leaving contributors who had paid premiums for many years without the future protection they thought they were purchasing. A preliminary analysis suggests that no equivalent alternative plan has been offered.

Minutes submitted by Oscar D. Crisalle, UFF-UF Chapter Secretary, 11/29/12.

Meeting Minutes

Date of Meeting: 11/29/12
Place: 150 Pugh Hall, University of Florida, Gainesville
Attendees: John Biro (presiding), Cindy Craig, Oscar D. Crisalle, David Groisser, David Hickey, Peter Hirschfeld, Aida Hozic, John Leavey, Paul Ortiz, Jorg Peters, Leah Rosenberg, and Christian Russell
Guests:
Time: 2:00 PM

The meeting started at 2:00 PM and adjourned at 4:00

1 Approval of Minutes of Previous Meetings

The minutes of the *UFF-UF Chapter Council* meeting of 10/25/12 were approved.

2 Announcements

N/A.

3 President's Report

3.1 Spring 2013 Council Meeting Schedule

The Chapter Secretary will poll the Council members for their availability for monthly meetings in the Spring 2013 term.

3.2 Creation of a *Committee on Committees*

A new Committee on Committees has been constituted with the mission to provide an opportunity for the chairs of all committees to share the status of their ongoing activities and to coordinate their efforts to provide maximal synergy and maximize effectiveness. Christian Russell has been appointed as the committee Chair.

4 Bargaining Report

Bargaining Committee Chair John Leavey reported that the committee is continuing to hold meetings with their administration counterparts, with a frequency of two to three meetings per week.

5 Grievance Report

Grievance Committee member John Leavey reported that several cases have been completed via arbitration proceedings.

6 Treasurer's Report

Treasurer David Groisser presented a financial report for the fiscal period from 6/1/12 to date, listing the chapter's expenditures to date and comparing them to the budgeted amounts. The analysis shows that at the present time our expenditures are on pace with the budgeted amounts.

An issue of concern is that it is difficult to anticipate the date when our umbrella UFF organization will release funds to our chapter. Given the rate at which we incur expenditures, a delay in next-year funding releases may cause a cash-flow imbalance in our accounts. The chapter Chair will inquire about the scheduled dates for funds releases for the period in question, and will report the findings to the Treasurer.

7 Membership Report

Membership Committee Chair Leah Rosenberg reported that a new Chair for the committee has been identified for appointment starting in January of 2013.

8 Communications Report

The Communications Committee presented a revised proposal on the mechanism for approval of posting content in the chapter's web site, including the modifications suggested by the Council in our last meeting. The proposal was approved with a minor wording amendment.

The new Google Voice service for the chapter's phone that was discussed in the last Council meeting has been established. The phone number is (352) 519-4130.

9 Social Committee

Social Committee Chair David Hickey proposed a schedule of events for the Spring 2013 semester. The proposal was adopted and the dates will be published in the chapter's web site.

10 New Business

The Council approved purchasing an advertisement slot in the program for the *26th Annual Winter Solstice Event* that will take place in Gainesville on December 8, 2012.

The Council expressed its endorsement of the principle behind a project that seeks to develop an ordinance proposal for the Gainesville City Council addressing the problem of wage theft experienced by many service workers. The effort is led by a coalition external

to the chapter, and the Council will consider extending a formal endorsement after a final draft of the ordinance proposal is made available. Further information on this project can be found at <http://wagetheft.org/wordpress>.

David Groisser reminded the Council that we have not formed a committee charged with generating general guidelines for providing financial support to various potential recipients. President John Biro renewed his call for voluntary members to serve in this committee as well as for a voluntary to serve as Chair.

The Council discussed several options for holding officer elections in the Spring 2014 term. Members of the Nominating Committee reported that some clarifications regarding the voting rules were currently being sought from the main UFF organization. The merits of post-office mail voting versus in-person voting at polling places were discussed, and the Nominating Committee was charged with producing a specific proposal to be shared with the Council at a reasonable time in the near future.

The Council approved the purchase of some promotional items bearing the UFF-UF logo.

Minutes submitted by Oscar D. Crisalle, UFF-UF Chapter Secretary, 12/10/12.

Meeting Minutes

Date of Meeting: 12/10/12

Place: 150 Pugh Hall, University of Florida, Gainesville

Attendees: Tom Auxter, John Biro (presiding), Candi Churchill, Oscar D. Crisalle, David Groisser, Pradeep Kumar, John Leavey, Leah Rosenberg, Maria Rogal, and Meera Sitharam

Guests: Diana Moreno, Jeremiah Tattersall

Time: 4:00 PM

The meeting started at 4:00 PM and adjourned at 6:00 PM.

1 Approval of Minutes of Previous Meetings

The minutes of the *UFF-UF Chapter Council* meeting of 11/29/12 were approved as amended.

2 Announcements

N/A.

3 Membership Report

Organizers Diana Moreno and Jeremiah Tattersall, and Service Unit Director Candi Churchill, presented a report on the 2012 Fall UFF-UF Membership Campaign, and distributed a detailed version of their report entitled “2012 Fall Campaign – Organizers’ Report.” Diana, Jeremiah, and Candi reported that our membership remained relatively steady during the period in question

The Chapter’s *New Faculty Membership Drive* initiative was successful in contacting more than half of the total new faculty hires, and thus establishing a clear Chapter presence with new personnel.

A *Get Out the Vote* initiative was implemented starting in the month of October, in the context of the national presidential elections, with a focus on a non-partisan voter registration effort, and the coordination of volunteers to drive students to the polls for early voting. A non-partisan *Elections 2012 Voter Guide* was created and distributed to the home addresses of UFF-UF and Graduate Assistants United members. Using the Voter Activation Network (VAN) database it was concluded

that UFF-UF members who were registered voters had a very good track record of participation in electoral events in 2008 and 2010.

Diana, Jeremiah, and Candi reported that significant progress was made towards continued development of our Chapter operational infrastructure, including the creation of a *Government Relations Committee*, a *Communications Committee*, a *Social-Events Committee*, and the design of a *Department Representative* structure to provide local contact points to unit members throughout campus.

A *Membership Drive* initiative undertaken in this period covered by the report reached unit members across campus. The status of progress on a department-by-department basis was discussed.

It was reported that the category of *Visiting Assistant Professor* (VAP) implemented in the form of one-year employment contract defined a class of faculty with specific needs that may call for special attention in the near future.

The guests left the meeting after completion of the reporting activities.

4 Nominations and Elections Report

The Nominations and Elections Committee, represented by committee member Leah Rosenberg, presented the following motion that was seconded and unanimously approved:

“The Nominations and Elections Committee hereby moves to hold the annual election of UFF-UF officers at the Chapter dinner on Wednesday, February 21, 2013. Pursuant to bylaws article 6, section 8, a slate shall be published on the chapter’s website 4 weeks before the election with a 2 week early voting period to start on February 7. Early voting shall be conducted via a ballot printable from the website and mailed to a UFF P.O. Box rented by nominating committee member Mark Davidson with chapter funds. All vote-by-mail ballots must be postmarked by 21 February, and very clear instructions will be given, clarifying that all ballots not submitted in the double envelope as specified will be discarded.”

The committee also announced that call for nominations will be published on the UFF-UF website, in the newsletter, and sent via e-mail to members as soon as possible but no later than December 21. Nominations will be accepted from the floor of Council meetings in December and January. Nominations can be submitted to the members of the nominating committee: Rori Bloom, Mark Davidson, Richard Freeman, and Leah Rosenberg.

5 New Business

The Council approved the expenditure of funds (at a cost estimated to be less than \$500) to support the mailing of a request for donations for the *UFF Political Action Committee*.

The Council approved a motion to create a *Surveys Committee* charged with carrying out regular assessments of University of Florida administrators. The motion was approved. Prof. Meera Sitharam was appointed as Chair, and Prof. Oscar Crisalle will serve as a committee member. The Council also approved the expenditure of funds (at a cost estimated to be approximately \$200 per year) to pay for access to a professional survey-services provider.

Minutes submitted by Oscar D. Crisalle, UFF-UF Chapter Secretary, 01/10/13.