Meeting Minutes

Date of Meeting: 01/10/13
Place: Griffin-Floyd Hall Library (3rd Floor), University of Florida, Gainesville
Attendees: Tom Auxter, Jackie Ayers, John Biro (presiding), Rori Bloom, Oscar D. Crisalle, David Groisser, David Hickey, Aida Hozic, Pradeep Kumar, John Leavey, Jorg Peters, Maria Rogal, and 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 Meetings

The minutes of the UFF-UF Chapter Council meeting of 12/10/12 were discussed and amended. It was decided that approval of the amended document will be done via electronic means.

2 Announcements

President Biro reminded the Council of the upcoming Spring Orientation Luncheon, scheduled for January 17. Members are encouraged to invite non-members to attend. In addition, he pointed out that the UFF Senate Meeting is scheduled for February 9-10 in Tampa.

3 President’s Report

President Biro stated that requests for being included in the summer release list should be submitted to him soon. He also reminded the council that those not planning to attend the UFF Senate Meeting in Tampa should submit their proxy-vote forms to him.

4 Bargaining Report

Chief Negotiator John Leavey reported that bargaining activities continue to progress at a good pace. Recent focus has been given to the task of making more explicit all details involving description of procedures.
5 **Membership Report**

The Membership Committee will be chaired by Prof. Oscar Crisalle starting this month of January. Early planning meetings have been held with the chapter President John Biro and the Service Unit Director Candi Churchill.

6 **Communications Report**

Communications Chair Maria Rogal requested suggestions on the use of the new voice-mail system adopted by the Chapter. The web site has been updated with a list of future events.

7 **Social Activities Report**

Committee Chair David Hickey discussed the logistics of the upcoming *Spring Orientation Luncheon*, and reported that he has made arrangements for a speaker. Details of future social events have been posted in the Chapter’s web site.

8 **Nominations and Elections Report**

Committee Chair Rori Bloom reported that her committee is meeting the schedule mandated by UFF for the nomination of candidates for official positions. Nominations can be submitted to her (roribloom@gmail.com) or to any member of the committee. Nominations will also be solicited from the floor during upcoming officially-scheduled events.

9 **New Business**

The Council discussed at length various aspects of the dues deduction policy of UFF, including mechanics, dues-accruing salary base, and union representation rights from the legal and fairness perspectives. It recognized that the wording in the by-laws regarding this issue is not sufficiently rigorous to rule out alternative interpretations, and some Council members argued that this implied that the Chapter might have some latitude in interpreting the policy. It was nevertheless also recognized that in principle dues are decided by the central UFF organization rather than by the Chapter.

Minutes submitted by Oscar D. Crisalle, UFF-UF Chapter Secretary, 02/28/13.
Meeting Minutes

Date of Meeting: 02/28/13
Place: 160 Pugh Hall, University of Florida, Gainesville
Attendees: John Biro (presiding), Oscar D. Crisalle, David Groisser, Peter Hirschfeld, Pradeep Kumar, Maria Rogal, and Candi Churchill
Time: 2:00 PM

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 01/10/13 were approved.

2 President’s Report

The President indicated that summer release-time requests must be conveyed to him as soon as possible. Committee Chairs should be considering their needs for personnel support for the summer term.

Administrative support for the Chapter office is in the process of being resolved.

The President reminded the Council that an effort must be made to ensure that proxy votes are secured from all Senators who cannot attend UFF Senate Meetings.

3 Membership Report

Oscar Crisalle, Chair of the Membership Committee, gave a brief summary of the success of the UFF in the Department initiative, and highlighted its value as a tool for enhancing the perception of a union that is highly visible to its members.

4 Administrator-Surveys Report

The Chair of the Administrators-Surveys Committee indicated that efforts are ongoing to populate the committee with members who represent a wide cross-section of the bargaining unit.
5 Communications Report

The Chair of the Communications Committee, Maria Rogal, announced that a newsletter is planned for issue on March 11. She listed tentative topics, shared a first draft, and solicited suggestions for additional topics.

6 New Business

A request to contribute to the Penrod Award has been received. The Chapter will make a $500 contribution.

Pradeep Kumar requested that a committee be appointed to propose a vision for the future of the Chapter that can be then discussed by the entire Council.

Minutes submitted by Oscar D. Crisalle, UFF-UF Chapter Secretary, 03/20/13.
Meeting Minutes

Date of Meeting: 03/31/13
Place: 150 Pugh Hall, University of Florida, Gainesville
Attendees: Tom Auxter, Jackie Ayers, John Biro (presiding), Oscar D. Crisalle, David Groisser, Peter Hirschfeld, Pradeep Kumar, John Leavey, Jorg Peters, Maria Rogal, Leah Rosenberg, John K. Schueller, and 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 Meetings

The minutes of the UFF-UF Chapter Council meeting of 02/28/13 will be approved in a subsequent meeting or via electronic mail.

2 Announcements

A memorial for Prof. Bob Ziger will take place at the Baughman Center on campus on Friday 3/2/13.

President Biro solicited input from the Council for a plan to honor previous Chapter leaders. He would like to receive feedback on this topic in a future Council meeting.

3 Treasurer’s Report

Treasurer David Groisser gave a review of a discussion held at UFF Senate Meeting of February 9-10 concerning the UFF budget-development process and on how the percentage rebate for the chapters was decided. A motion was passed by the Senate mandating the formation of a committee to draft a set of requirements for budget documents; however, to date there has been no official announcement that the committee has been constituted.

A Council member suggested that the actual costs of each chapter as a permanent legal employer should be covered by the state organization before rebates are assigned.

4 Administrators-Surveys Report

The Chair of the Administrators-Surveys Committee reported that the group has successfully held meetings and that there is an adequate number of members playing an
active role. A draft proposal on the structure of the survey was presented for the Council’s opinion. The draft included the best practices identified by an analysis of surveys done at other institutions.

5 Old Business

The issue of membership dues during the summer was briefly discussed. A council member suggested that one model to consider is to cap the salary that is subject to dues.

6 New Business

A pledge of $600 to support the GAU national conference to be held in Gainesville next month was unanimously approved.

Minutes submitted by Oscar D. Crisalle, UFF-UF Chapter Secretary, 04/25/13.
Meeting Minutes

Date of Meeting: May/06/2013
Place: 263 Chem E, University of Florida, Gainesville
Attendees: Tom Auxter, John Biro (presiding), Oscar D. Crisalle, Pradeep Kumar, John Leavey, Paul Ortiz, Jorg Peters, Maria Rogal, Leah Rosenberg, and Meera Sitharam

Guests:

Time: 3:00 PM

The meeting started at 3:15 PM and adjourned at 4:45 PM.

1 Discussion of Dues

After an in-depth discussion of the fiscal, legal and membership retention/recruitment aspects of the interpretation of dues, as well as a review of current practice in UFF university and college chapters, the UFF-UF council voted (8 in favor, 2 against, 1 abstain) on the motion:

For dues deduction purposes, the interpretation of regular salary by the University of Florida Chapter of UFF is consistent with the interpretation given by the UFF leadership in the February 2012 Senate Meeting and quoted in the Appendix below. In particular, regular salary refers to the 9-month salary of those on a 9-month appointment, to the 10-month salary of those on a 10-month appointment, and to the 12-month salary of those on a 12-month appointment. This policy is to be implemented as soon as it is possible for the University of Florida administration to introduce all relevant modifications to the dues-deduction system.

The council thereafter unanimously endorsed the motion to

“offer all new members the summer for free.”

There was also a sentiment that further discussion at the state level should explore additional options of improving the dues structure, in particular for 12 month appointees.

APPENDIX. UFF Policy on Dues Deduction

Interpretation of Article XI Section 1 of the United Faculty of Florida Bylaws, signed by Tom Auxter, President.

“Regular salary” refers to the contract salary. It does not include overloads, or supplements above the contract salary. For faculty on contract for the Fall and Spring semesters only who receive a summer assignment, the summer assignment would not be subject to dues
deduction. A grant in addition to the contract salary would not be subject to dues deduction. A grant that is part of the contract salary would be subject to dues deduction. Additional compensation for chairs or administrative assignments would be subject to dues deduction.

Minutes submitted by Jorg Peters, UFF-UF Chapter Secretary, 05/07/2013.
Meeting Minutes

Date of Meeting: May 16, 2013
Place: 160 Pugh, University of Florida, Gainesville
Attendees: John Biro (presiding), Oscar D. Crisalle, David Groisser, Pradeep Kumar, John Leavey, Paul Ortiz, Jorg Peters, Meera Sitharam

Guests:
Time: 2:00 PM

The meeting started at 2:05 PM and adjourned at 4:05 PM.

1 Minutes

The minutes of April 25 2013 and May 06 2013 were approved.

2 Announcements

a. Event honoring Bob Zieger will take place at IDW on 6-9 July 2013.
b. John Biro: the May 06 decision on dues has been conveyed to the administration.

3 Committees

An adjustment of committee loads was discussed.

a. Bargaining
   A member of the Council volunteered to join the bargaining committee.
   Report of the bargaining committee: negotiators are waiting for the final budget as signed by the FL governor.

b. Grievance
   Establishment of an anonymized grievance data-base to preserve the institutional memory was discussed.

c. Membership
   In the recent UF Faculty Senate meeting, President Machen stated that SPP was stopped by the UF trustees. UFF’s concern had been that a relatively small fraction of the meritorious faculty members recommended by their departments had been receiving the SPP increases. In the council meeting, a comparison to lottery tickets was drawn: faculty hate to see it gone even though chances are low.

d. Survey
Notice of the survey’s completion will be posted on the UFF web-page. The results will be posted no later than Labor Day 2013.

e. Finances
   David Groisser: UFF-UF tax forms have been submitted in accordance with established practice.

Minutes submitted by Jorg Peters, UFF-UF Chapter Secretary, 05/18/2013.
Meeting Minutes

Date of Meeting: June 20, 2013
Place: 160 Pugh, University of Florida, Gainesville
Attendees: John Biro (presiding), Oscar D. Crisalle, David Groisser, Pradeep Kumar, John Leavey, Jorg Peters, Meera Sitharam, Maria Rogal, Tom Auxter, Paul Ortiz
Guests: 
Time: 2:00 PM

The meeting started at 2:05 PM and adjourned at 4:05 PM.

1 Minutes

The minutes of May 16, 2013 will be voted on for approval at the July meeting.

2 Announcements

none

3 President’s Report

1. The new office manager has been appointed.
2. The new dues policy is in force: dues shall not be collected from 9- and 10-month faculty during the academic-year summer.
3. Committee nominations shall be solicited.
4. Academic Analytics: intended use of the data is unknown. Concerns were raised about how AA data would be used.

4 Committees

1. Treasurer: The chapter’s unemployment tax for its employee is currently run under UFF statewide’s unemployment-tax account number. Obtaining a separate account is being explored.
2. Bargaining: There will be a 5% raise pool. Raises are not to take effect before October. The details are being negotiated.

5 Old business

Survey: the statistical results are now posted on the UFF-UF website.
6 New business

a. A preliminary budget was presented. Input was requested.
b. Higher education: HB7029 online education. An article was distributed: “Taking on Accreditors and Faculty”. Concern was expressed that faculty might lose control over the curriculum. The next 12 months will be crucial.

Minutes submitted by Jorg Peters, UFF-UF Chapter Secretary, 06/20/2013.
Meeting Minutes

Date of Meeting: Sep-05-2013
Place: 160 Pugh, University of Florida, Gainesville
Attendees: John Biro (presiding), Oscar D. Crisalle, David Groisser, Pradeep Kumar, John Leavey, Jorg Peters, Meera Sitharam, Leah Rosenberg, John Schueller, Candi Churchill

Guests:
Time: 2:00 PM

The meeting started at 2:06 PM and adjourned at 4:00 PM.

1 Minutes

The minutes of July 25 2013 were approved.

2 President’s Report

1. Senators are preparing for and have registered for the upcoming UFF senate meeting in Tampa.
2. Committee assignments: the nominating committee should take up work soon. Membership in the grievance representative list is important for acting in a grievance case.
3. A candidate for UFF UF organizer is being interviewed.

3 Committees

1. Membership: Sep 4 luncheon had good attendance and will be followed up by three events likely the first Wednesday of each month. The membership committee will consider rescheduling one of these events to a Tuesday or Thursday. The cost of a luncheon is roughly $14/person. There will be a full dinner this academic year, likely in Spring.
2. Bargaining: Marked up texts are being exchanged between administration and union prior to ratification vote of the CBA. Union members asked detailed questions concerning the new CBA’s provisions for parental leave, applicability of conditions of employment to grants, date of pay raise, etc..
3. Treasurer: Financial and legal status of UFF-UF versus UFF central is in the process of being clarified. A draft budget for the current fiscal year was vetted line by line and unanimously passed as the final budget.
4 Old business

Faculty climate survey: there was a request that the Chapter President send a message to the bargaining unit with a summary of the raw data and comments. Council members were asked to think about what the contents of this message should be.

5 New business

The locations for ratification of the CBA were discussed.

Delay of the pay checks for new employees raised concerns.

Minutes submitted by Jorg Peters, UFF-UF Chapter Secretary, 09/05/2013, amended 10/02/2013
Meeting Minutes

Date of Meeting: 10-03-2013
Place: 160 Pugh, University of Florida, Gainesville
Attendees: John Biro (presiding), Oscar D. Crisalle, David Groisser, Pradeep Kumar, John Leavey, Jorg Peters, Meera Sitharam, Tom Auxter, Bill O’Dell, Malini Schueller, Churchill Roberts, Susan Hegeman

Guests:

The meeting started at 1:05 PM and adjourned at 3 PM.

1 Minutes

The minutes of Sept 05 2013 were approved.

2 Announcements

Specialized Faculty (previously called “non-tenure-track faculty”) working group met this week.

3 President’s Report

1. The number of release-time units available to UFF has been reduced in new CBA. Council members voiced concern that money is insufficient that the college administrations provides the departments to hire replacement instructors for faculty with a course-release.
2. Susan Hegeman resumed the chair of Membership. Churchill Roberts was confirmed as Grievance Chair. It is expected that the Nominating Committee will be formed by the time of the next Council meeting.
3. Lauren Beyers has been hired as an organizer.
4. Help and show of solidarity is planned on behalf of folks in Alachua county affected by the federal shutdown.

4 Committees

1. Membership: The November luncheon is to be on Tuesday Nov 05. The Oct 02 luncheon was well attended and resulted in a constructive and informed discussion on online education. Membership stands at ca. 40%.
2. Bargaining: Some articles of the new CBA are still clarified (e.g. concerning pay for past chairs). CBA article-numbering above 19 has been changed.
3. Union members should be encouraged to consult with the union before signing contracts for online teaching (commissions to develop an online course). Such contracts vary widely on campus. Ownership and control over usage of course materials vary widely.

4. Grievance: The number of grievance cases is increasing.

5. Treasurer: Some “best practices” suggested by UFF Executive Director Ed Mitchell on financial procedures were laid out.

6. Specialized faculty: The survey results on specialized faculty will be posted. The next meeting of specialized faculty committee will take place on Monday Oct 20.

5 Old business

Faculty Survey of Administrators: Only the raw numbers from last spring’s survey have been posted so far. A commentary is overdue. John Biro asked all Council members to feel free to send suggestion to him as to what should go into the commentary.

The meeting concluded by thanking John Leavey for all his service to the union, including his role as Chief Negotiator of the new CBA, months past his retirement last spring. Thanks were also extended to Rori Bloom for organizing the ratification vote.

Minutes submitted by Jorg Peters, UFF-UF Chapter Secretary, 10/14/2013.
Meeting Minutes

Date of Meeting: November-07-2013
Place: 160 Pugh, University of Florida, Gainesville
Attendees: Tom Auxter (presiding), Oscar D. Crisalle, Mark Davidson, Pradeep Kumar, Paul Ortiz, Jorg Peters, Meera Sitharam, Susan Hegeman, Bill O'Dell

Guests:

Time: 1:00 PM

The meeting started at 1 PM and adjourned at 2:45 PM.

1 Minutes

The minutes of October 03 2013 were approved.

2 Announcements

Bruce Nissen’s presentation at the UFF luncheon, on labor education and organizing, was well attended (ca 25) and resonated with the union members.

Motion: Commission a study analyzing the finances of UF, if cost is below $3500.

   Unanimously approved

3 President’s Report

1. Nominating Committee will be formed by next, December 2013, meeting.
2. Spring socials and dinner: suggestions invited (location, time)

4 Committees

1. Membership: office hour visit slots are distributed
2. Motion: UF-UFF favors in-state tuition equity for undocumented childhood-arrival students and urges President Machen and the Board of Trustees to take action. Unanimously approved.
3. NTT survey shows specific concerns (eg professional development) and opportunities.
4. Government: a separate message will be sent out
5. Motion: Next council meeting should discuss restructuring of the APB. Unanimously approved. A report should inform the members.

5. Old business

a. At UFF level, a uniform set of policy options for chapter employees is being crafted.
b. Climate survey. A press release is overdue.
c. A task force will look into IP of online courses.

Minutes submitted by Jorg Peters, UFF-UF Chapter Secretary, 11/10/2013.
Meeting Minutes

Date of Meeting: December-05-2013
Place: 160 Pugh, University of Florida, Gainesville
Attendees: Tom Auxter, John Biro (presiding), Oscar D. Crisalle, Mark Davidson, Pradeep Kumar, Paul Ortiz, Jorg Peters, Meera Sitharam, Susan Hegeman, David Groisser, John Leavey, Bill O’Dell, Candi Churchill, Steve Kirn, David Therriault

The meeting started at 1 PM and adjourned at 3 PM.

1 Minutes

The minutes of November 07 2013 were approved.

2 Announcements

a. Mon Dec 09 6:30pm, North Central Florida Central Labor Council annual spaghetti dinner, 5701 NW 34th St, Gainesville
b. Sat Dec 21, Unitarian Church: Winter Solstice Peace Celebration. The advertisement for the event was approved as per continuing resolution of previous year.
c. NTT survey summary was handed out.

3 President’s Report

a. The Nominating Committee is being formed. Mark Davidson has volunteered.
b. Spring socials and dinner are to be announced. Lunch meetings can be used to educate on bargaining and grievance training.

4 Committees

a. Membership: following last year’s record enrollments, in which the membership grew to more than 40% of the bargaining unit faculty, there is now a slight attrition as fewer members join, while some drop and older ones retire. One reason stated for dropping is the perception that UFF should have fought harder to prevent the discontinuation of SPP. The Chapter will put out a statement with reasons why the SPP was discontinued, such as the repeated underfunding of the SPP and flaws in its implementation and practice.
b. Grievances: two new step 1 hearings are ongoing. An IP dispute was conceded by UF.
c. Government relations: HB7029 has become law. Its implementation details are to be hammered out in this legislative session. The bill currently designates two political appointees to decide on whether coursework provided by non-university, for-profit companies is to be accepted as State of Florida (and hence UF) credit. Faculty should weigh in at this point, by calling their representatives in the FL senate. NTT and Grad Assistants are likely to be disproportionately affected by HB7029.

Also discussed: Fast-track degrees seem to conflict with the number-one request from businesses: to hire university graduates with good communication skills that are independent thinkers.

5 Old business

a. Faculty climate survey Spring 2013:

Motion: The survey committee will draft a summary of the 2013 climate survey to be presented to the bargaining unit no later than 1 week after the first UFF-UF council meeting in 2014. The motion passed with no votes against.

Motion: (Confirmation of last year’s vote that the survey shall be repeated on a yearly basis.) The survey committee is charged to determine the timing of the 2014 survey. The motion passed with no votes against.

b. Survey about UF’s spending priorities:

Information: The FIU/Bruce Nissen-recommended group “Rise Up” came in with an estimate between $5-6,000. As an alternative, the UFF Executive Director should be asked to first commission Leroy Dubeck with NEA to do a financial analysis from which Rise Up could derive an analysis. No motions were made.

c. SPP (Salary Performance Program to award raises to senior faculty):

The Bargaining team explained. SPP was eliminated at UF entirely. In the last round of 200 eligible faculty, 80 applied and 25 received an SPP raise. Many meritorious cases went without SPP raise due to lack of funds. SPP did not have an established process or procedures; the awards were entirely discretionary. UFF fought to get procedures and funding for six years until this round of negotiations. When the BOT (Board of Trustees) declared impasse (at impasse, the BOT can impose the language they want, within legal limits), the issue before UFF was to hold up the entire unit’s raises over the issue or to settle the impasse. Timely raises were considered more important.

Minutes submitted by Jorg Peters, UFF-UF Chapter Secretary, 12/09/2013.