Meeting Minutes

Date of Meeting: January-28-2014
Place: 160 Pugh, University of Florida, Gainesville
Attendees: Tom Auxter, John Biro (presiding), Oscar D. Crisalle, Mark Davidson, Paul Ortiz, Jorg Peters, Meera Sitharam, Susan Hegeman, David Groisser, Candi Churchill, Steve Kirn
Guests: Gunnar Paulson, Bob Hofer
Time: 3:00 PM

The meeting started at 3 PM and adjourned at 5 PM.

1 Minutes

The minutes of December 05 2013 were approved Thursday Jan 30 2014.

2 Announcements

a. February 27: UFF Spring Dinner
b. March 15: NEA Higher Ed conference in St Louis
c. April 4-6: National Labor Notes meeting (labornotes.org).

3 President’s Report

a. The Nominating Committee for officer elections formed (Mark Davidson and Gene Wittmer).

4 Committees

a. Membership: The database has been cleaned, removing outdated entries. There is a need to better track why members drop (retirement, moving, etc.). A follow-up is best done by collecting non-work e-mail addresses. -- Walk-in surveys are under way to better learn about faculty concerns.
b. Grievances: a recent planning meeting suggested forming an advisory committee so that representatives can update one another. Another suggestion was to form an immediate response team that could collect key information such as membership, relevance to CBA, etc.
c. Government relations: Legislative attacks under way: A law for preventing automated pay-check dues deduction is being peddled under the name "Payroll Protection Act". A bill that would allow multiple collective bargaining entities for a given work force would
hollow out the unions’ bargaining power. HB7029 implementation might result in UF credit for coursework provided by non-university, for-profit companies.

d. **NTT:** questions may be added to a new survey.
e. **Finance:** The audit has been set for February 11.

5 **Old business**

a. The faculty climate survey Spring 2014 is about to be rolled out.
b. An ad hoc committee is to be formed to advise bargaining unit members on contracts and to inform on future CBA negotiation goals.

Minutes submitted by Jorg Peters, UFF-UF Chapter Secretary, 02/27/2013.
Meeting Minutes

Date of Meeting: February-25-2014
Place: 160 Pugh, University of Florida, Gainesville
Attendees: Tom Auxter, John Biro (presiding), Jorg Peters, Meera Sitharam, Susan Hegeman, David Groisser, Candi Churchill, Steve Kirn, Bill O’Dell, Shubho Bandyopadhyay

Guests:
Time: 3:00 PM

The meeting started at 3 PM and adjourned at 5 PM.

1 Minutes
   The minutes of January 28 2014 were approved.

2 Announcements
   a. February 27: UFF Spring Dinner
   b. UFF office assistant Jeremiah Tattersall has received this year’s Penrod Award.

3 President’s Report
   a. Proposal to form a Committee on Online Instruction.

4 Committees
   a. Grievances: The new grievance committee is taking shape.
   b. Government relations: HB7029 (education certified for non-university, for-profit companies) will come into focus during next weeks.
   c. NTT: 10 survey questions handed out and feedback given. This will be a separate survey.
   d. Finance: The audit has been concluded and the tax status may soon be resolved.

5 Old business
   a. The faculty climate survey Spring 2014 is ongoing.
6 New business

a. Pre-eminence hiring has led to CBA violations and the claim that the CBA may be 'waived' by the administration. Instances should be reported for immediate action.

Minutes submitted by Jorg Peters, UFF-UF Chapter Secretary, 02/26/2014.
Meeting Minutes

Date of Meeting: March-25-2014

Place: 160 Pugh, University of Florida, Gainesville

Attendees: Tom Auxter, John Biro (presiding), Jorg Peters, Meera Sitharam, Susan Hegeman, David Groisser, Candi Churchill, Steve Kirn, Bill O’Dell, Paul Ortiz, Oscar Crisalle, Sumi Helal, Pradeep Kumar, Leah Rosenberg

Guests:

Time: 3:00 PM

The meeting started at 3:05 PM and adjourned at 5:35 PM.

1 Minutes

The minutes of February 25 2014 were approved.

2 Announcements

a. Scott Nygren passed away. Scott was a longtime UFF member and served as UF faculty senate chair in 2011-2012. A minute of silence was observed.

3 President’s Report

a. GAU rally against graduate assistant fees had strong showing.
b. Chapter Elections: The ballot is printed.
c. Bargaining Committee: Sumi Helal will continue and team is being formed. Analysis committees to be formed. Re-opening the contract this year is unlikely.
d. AFT conference reminder
e. Summer release: requests should now be received.

4 Committees

a. Membership: Family leave policy lunch on April 09.
b. Grievances: General information on case load was given.
c. Government relations: Issues of concern: Performance funding bill poised to punish some campuses. Retirement funding imperiled and new bill with health insurance coverage caps is being proposed.
d. NTT: Revised survey was handed out to the council. Questions on maternity leave and online education are to be added. NTT remains the preferred designation (alternatives, such as “contingent faculty”, did not match the self-image of the NTT professionals. Sophia Acord was designated NTT point of contact.
5 Old business

a. RISEP (Research Institute on Social & Economic Policy) at FIU provides analysis of expenditures of universities. An example is the analysis of priorities of personnel and salary allocation at Portland State University. The council discussed detail, depth and cost of the analysis. A University of Michigan alternative analysis service is to be looked at as well.

6 New business

a. The union’s response to recent CBA violations in the hiring process was discussed. Issues included: response speed, delivery (via informal channels or the grievance process), communication of union response to members and stakeholders. The Council agreed that all venues should be readied, from letters of objection to chapter grievances, and that a paper trail should follow up on verbal agreements. Members should be informed. UFBOT and UFF agree that terms such as ‘faculty as a whole’ means ‘faculty body’. For example votes of the faculty as a whole imply majority votes, not unanimous votes. The administration has not been forthcoming in sharing offer letters with the union in a timely fashion.

b. Oscar Crisalle to be GAU liaison

c. UF’s contract with Pearson for the online program UFO is being analyzed.

Minutes submitted by Jorg Peters, UFF-UF Chapter Secretary, 03/26/2014.
# Meeting Minutes

**Date of Meeting:** April 25, 2014  
**Place:** 160 Pugh, University of Florida, Gainesville  
**Attendees:** John Biro (presiding), Jorg Peters, Meera Sitharam, Susan Hegeman, David Groisser, Paul Ortiz, Oscar Crisalle, Sumi Helal, Leah Rosenberg, Churchill Roberts, Jackie Ayers, Malini Schueller, Mark Davidson  
**Guest:** Ray Thomas  
**Time:** 1:00 PM  

The meeting started at 1:10 PM and adjourned at 2:35 PM.

## 1 Minutes

The minutes of March 25 2014 were approved.

## 2 Announcements

a. The Central Labor Council co-sponsors the May 01 International Workers’ Day Celebration at the Civic Media Center.

## 3 President’s Report

a. The Online Committee has been formed.

## 4 Committees

a. *Membership:* April 24: Counseling and Wellness Center event was successful.  
b. *Grievances:* A general survey of the cases was given.  
c. *Nominations:* The chapter voting process is almost completed. The committee calls for volunteers to oversee the ballot count on Monday April 27.  
d. *NTT:* The NTT working group has been told that an NTT representative may be present at the bargaining sessions.  
e. *Budget:* The UF chapter year-to-date expenditures for the fiscal year beginning June 01, 2013 were presented. The expenditures do not exceed the allocations in the budget.
5 Old business

a. Motion: UFF-UF will file a chapter grievance concerning the violations of the CBA by UFBOT during the recent hiring process. Passed by unanimous vote.

b. Over the weekend, an ad hoc committee will draft the wording of the remedy sought in the grievance, for a timely submission of the grievance.

Minutes submitted by Jorg Peters, UFF-UF Chapter Secretary, 04/26/2014.
Meeting Minutes

Date of Meeting: 07/16/14
Place: 160 Pugh Hall, University of Florida, Gainesville
Attendees: Jackie Ayers, Susan Hegeman (presiding), Candi Churchill, Oscar D. Crisalle, David Groisser, and Sumi Helal

Guests:
Time: 1:00 PM

The meeting started at 1:00 PM and adjourned at 3:00 PM.

1 Approval of Minutes of Previous Meetings

The minutes of the UFF-UF Chapter Council meeting of 06/18/14 were approved.

2 Announcements

J. Ayers reported that he attended the NEA Annual Meeting and Representative Assembly, held on June 23 to July 1 Denver, Colorado. The scope and content of the event were of very high value, and everyone is encouraged to visit the event’s web site to review the information (http://www.nea.org/grants/1357.htm).

3 President’s Report

3.1 August 2014 Retreat

The President announced that a Planning Meeting and Retreat event is planned for August 2014. See the UFF-UF web page http://www.uff-uf.org for schedule information.

3.2 Funding Requests

a) It was announced that Gainesville Troublemakers School event, organized by Labor Notes, will take place in Gainesville on September 27, 2014. See http://labornotes.org/gainesville for information and registration. The Council decided by unanimous decision to make a donation in the amount of $500 to be used for child care and publicity activities, and to fund up to a maximum cap of $800 the registration fees (approximately $20 per member) for UFF-UF members who wish to attend.
b) The Council also unanimously decided to provide $250 in funding to the Labor Daze Fest 2014 Event, to be held in Gainesville on August 31, 2014 at the Bo Diddley Plaza in Gainesville.

4 Treasurer’s Report

Treasurer David Groisser presented a preliminary Financial Report and Budget for discussion. The Financial report spans 6/1/13 to 5/31/14, and the Budget spans 6/1/14 to 5/31/15. A line-item review was conducted, and suggestions for modifications were collected. The final budget will be finalized at a later date and submitted for approval.

5 Bargaining Report

Sumi Helal, the Chair of the Bargaining Committee, reported that the Salary article of the Collective Bargaining Agreement is being bargained during the summer term.

Minutes submitted by Oscar D. Crisalle, UFF-UF Vice President, 08/19/14.
Meeting Minutes

Date of Meeting: 08/19/14
Place: 210 Pugh Hall, University of Florida, Gainesville
Attendees: Jackie Ayers, Susan Hegeman (presiding), Oscar D. Crisalle, David Groisser, Sumi Helal, Jorg Peters, Malini Schueler, Churchill Roberts, Steve Kirn, Paul Ortiz, John Biro, Tom Auxter, Lauren Byers, Ben Wise

Guests:

Time: 12:30 PM

The meeting started at 12:30 PM and adjourned at 3:30 PM.

1 Approval of Minutes of Previous Meetings

The minutes of the UFF-UF Chapter Council meeting of 07/16/14 were approved.

2 Announcements

Longtime member and former UFF-UF treasurer Neil White passed away. A memorial service will be held Sept 07.

3 Bargaining Report

The Collective Bargaining team led by Sumi Helal settled on a 3.5% merit raise, with the merit assessed over the last 3 years. A ratification vote is planned for mid-September.

4 Budget Approval, Treasurer’s Report

The Chapter’s financial report for fiscal year 6/1/13 - 5/31/14, and a budget proposal for fiscal year 6/1/14 - 5/31/15, were presented by Treasurer David Groisser. The budget proposal was approved by unanimous vote.

5 New Business

The Council unanimously supported a statement of solidarity with Professor Steven Salaita in the wake of his job-offer revocation by the University of Illinois, as reported in http://chronicle.com/article/U-of-Illinois-Feels-Backlash/148471
The Council decided to increase its involvement in the search for a new UF president. Key concerns were the candidate's engagement in meaningful shared governance and respect for faculty and their expertise. UFF plans to make itself heard in the selection and the interview process.

Minutes submitted by Jorg Peters, UFF-UF Secretary, 08/25/14.
Meeting Minutes

Date of Meeting: 11/18/2014

Place: 210 Pugh Hall, University of Florida, Gainesville

Attendees: Susan Hegeman (presiding), David Groisser, Sumi Helal, Jorg Peters, Tom Auxter, Meera Sitharam, Dmitri Bourilko

Guests: Jeremiah Tattersall

Time: 12:30 PM

The meeting started at 12:30 PM and adjourned at 2:30 PM.

1 Approval of Minutes of Previous Meetings

The minutes of the UFF-UF Chapter Council meeting of 10/14/14 were approved.

2 President's Report

1. WUFT fundraiser challenge for UFF members: Steve Kirn reports that it was a big success. He was able to mention UFF twice on air. Members contributed $775, and helped WUFT exceed its fundraising goal.

2. UFF-GAU is holding its event, ThanksGAving Wednesday and Thursday, Nov. 19-20. They are asking for donations of non-perishable food to raise awareness of high GA fees and GA poverty.

3. Jeremiah Tattersall, office manager, was asked to speak on the costs and benefits of adopting a new database called "knack" for chapter membership records. After some discussion, it was moved that the chapter subscribe to "knack's" service. Motion passed unanimously and without discussion.

3 Treasurer's Report

The expenses at the 6 month mark of the fiscal year are within the chapter's projections. There are ongoing problems with getting mailings from the Florida tax agency. There was discussion of preferred methods for submitting receipts and making the treasurer's job easier.
4 Government Relations' Report

UFF works in Tallahassee with representatives on both sides of the aisle. Moderate politicians remain open to argumentation for quality of education.

5 IP Committee

The UF administration asserts rights to all material commissioned or distributed via the Canvas interface. Instead of contracts, individual lists of deliverables are drawn up. UFF will post a sample contract of its own to give members guidance.

6 Bargaining Committee

UFF plans to survey its members on goals in preparation for the Spring 2015 bargaining session.

Minutes submitted by Jorg Peters, UFF-UF Secretary, 11/18/14.