

## 2015 UFF-UF Council Minutes

**2/24/15**

160 Pugh Hall, University of Florida, Gainesville

*Attendees:* Tom Auxter, Jackie Ayers, John Biro, Candi Churchill, Oscar D. Crisalle, David Groisser, Susan Hegeman (presiding) Steve Kirn, Paul Ortiz, William O'Dell, Raul Sanchez

The meeting started at 11:30 AM and adjourned at 1:30 PM.

### 1. **Approval of Minutes of Previous Meetings**

The minutes of the *UFF-UF Chapter Council* meeting of 01/27/15 were approved.

### 2. **Announcements**

Our sister union UFF-GAU is holding a Rally against GA Fees this coming Friday, March 13 at 1 pm. Why? Because they are tired of paying to work! On average, Graduate Assistants pay \$1,400 in fees each year, which is nearly 12% of their annual income.

### 3. **President's Report**

#### 1. **3.1 Report on the statewide UFF meeting held in Tampa**

Susan Hegeman reported on the statewide meeting in Tampa, where one topic of concern was a review of the statewide UFF finances. Our chapter finances are sound.

#### 2. **3.2 UFF Elections**

UFF statewide elections are coming up. Paper ballots for statewide UFF elections must be postmarked by March 20. The Council voted to endorse Jennifer Proffitt, Chapter President of FSU, for UFF President.

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**3/24/15**

160 Pugh Hall, University of Florida, Gainesville

*Attendees:* Jackie Ayers, Oscar D. Crisalle, David Groisser, Susan Hegeman (presiding), Steve Kirn, William O'Dell, and Jorg Peters

Kathy Jean (GAU) and Sebastian Sclofsky (GAU) 11:30 PM

The meeting started at 11:30 AM and adjourned at 1:30 PM.

### **1 Approval of Minutes of Previous Meetings**

The minutes of the *UFF-UF Chapter Council* meeting of 02/24/15 were approved. **2 Announcements**

A UFF-UF Retirees group is currently being formed. All currently retired UFF-UF members are welcome to join the group. The scope of activities envisioned include advising services as well as government relations, among others.

### **3 President's Report**

The President reported that a slate of candidates for the upcoming election of UFF-UF officers has been completed.

The Music Department building is being brought up to 2015 construction code. This is the result of negotiations that the Music Department faculty held with the administration, and the support that UFF-UF provided for this cause. We are delighted to see that the faculty and students in that building will now benefit from improved environmental conditions, including a reduction of risk of accidents due to slips and trips, among others.

UFF-UF President Susan Hegeman will meet with UF President W. Kent Fuchs on April 7.

The President reminded the Council of UFF's strict enforcement of a rule that does not permit processing grievances in those cases where the grievant joined the union at a date later than the incident that led to the grievable offense.

### **4. 4 Social Events Committee Report**

The UFF-UF dinner has been scheduled for the evening of Tuesday April 14. Further details will be forthcoming.

### **5. 5 GAU Report**

Two representatives of the UFF-GAU organization addressed the Council. They reviewed current projects undertaken by GAU to promote the welfare of graduate students, and discussed highlights to their current initiative to secure fees relief for the students they represent. Possible venues for further strengthening cooperation between UFF-GAU and UFF-UF were discussed.

### **6. 6 NTT Committee Report**

The Non-Tenure Track committee held a meeting on March 23, and hosted Joe Richard as a speaker. The meeting identified four subgroups of NTT faculty who face different employment-term environments. Key concerns of the subgroups were identified and recorded as potential items for future bargaining discussions. The President approved the commissioning of a study to determine what percentage of UF courses are taught by NTT faculty.

Minutes submitted by Oscar D. Crisalle, UFF-UF Vice President, 04/28/15.

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## 04/28/15

160 Pugh Hall, University of Florida, Gainesville

*Attendees:* Russ Bowers, Oscar D. Crisalle, David Groisser, Susan Hegeman (presiding), Steve Kirn, William O'Dell, Jorg Peters, Kole Odutola, Maria Rogal, Raul Sanchez, Richard Freeman, Paul Ortiz, Churchill Roberts, Barbara McDade, Leah Rosenberg, Tom Auxter, Steve Kirn, Jorg Peters, and Charles Kibert

Candi Churchill (UFF-UF Staff), Jeremiah Tattersall (UFF-UF Staff), and Lauren Byers (UFF-UF Staff)

The meeting started at 11:30 AM and adjourned at 1:30 PM.

### 1. 1 Approval of Minutes of Previous Meetings

The minutes of the *UFF-UF Chapter Council* meeting of 03/24/15 were approved.

### 2. 2 President's Report

UFF-UF President Susan Hegeman highlighted a number of significant achievements for the Chapter during the last 12 months.

### 3. 3 Statistical Analysis of the Chapter's Presence on Campus

The UFF-UF staff presented statistics that describe Chapter membership organized in terms of campus buildings and specific titles. The analysis shows that our presence in the University of Florida is strong. Outreach ideas were drafted based on the statistics identifying specific buildings and title-categories where membership representation can be strengthened.

### 4. 4 Social Events Committee Report

The UFF-UF dinner took place on Tuesday April 14. The event was well attended, and the officer and senator election process was officially closed at the end of the event.

**5. 5 Grievance Committee Report**

Only one grievance is currently being processed. Numerous inquiries have been satisfactorily addressed, and the committee has represented 4 members in meetings that could have conceivably lead to disciplinary action.

**6. 6 Government Relations Report**

UFF testified in the Florida Senate and stated its opposition to the “guns on campus” bill (HB 4005), as well as to the “secret job searches bill” concerning the positions of President and Provost of Florida universities and colleges (HB 223).

Minutes submitted by Oscar D. Crisalle, UFF-UF Senior Vice President, 05/26/15.

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**05/26/15**

160 Pugh Hall, University of Florida, Gainesville

*Attendees:* Tom Auxter, John Biro, Oscar D. Crisalle, Susan Hegeman (presiding), William O’Dell, Jorg Peters, Maria Rogal, Raul Sanchez, Jorg Peters, Sumi Helal and Pradeep Kumar

N/A 11:30 PM

The meeting started at 11:30 AM and adjourned at 1:30 PM.

**1. 1 Approval of Minutes of Previous Meetings**

The minutes of the *UFF-UF Chapter Council* meeting of 04/28/15 were approved.

**2. 2 President’s Report**

The University of Florida payroll department has not been collecting the appropriate amount of dues from UFF members. UFF is also following up on cases of social-security numbers of bargaining unit members that were stolen while under University of Florida custody.

**3. 3 Treasurer’s Report**

The Treasurer presented a Financial Report for the period spanning 06/01/2015-5/31/2015, and discussed the Chapter's Budget for the 06/01/2015 - 05/31/2016 year. The budget was unanimously approved.

#### 4. **4 Bargaining Committee Report**

On April 10 UFF-UF presented to the UF administration a concrete proposal on salary merit and base-line raises, and remedial measures for compression and inversion scenarios.

The committee noted to the University that many departments do not have merit-raise evaluation criteria in their bylaws, while others do not have an evaluation committee to participate in the merit-raise process. It was also noted that a very large number of

departments do not have guidelines for merit-raise for NTT faculty. The University was formally asked to resolve this matter so that merit raises can be assigned in a more transparent and process-based fashion.

#### 5. **5 Grievance Committee Report**

The committee is addressing reported irregularities in the process of hiring faculty under the Preeminence program.

#### 6. **6 Government Relations Committee Report**

Tom Auxter discussed the status of legislative measures in Tallahassee. At this time no agreement on a State Budget has been reached, and even though the budget negotiations will be addressed in the June 1 – 20 session, the discussions are anticipated to be contentious.

Minutes submitted by Oscar D. Crisalle, UFF-UF Senior Vice President, 06/30/15.

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### **06/23/15**

160 Pugh Hall, University of Florida, Gainesville

*Attendees:* R David Groisser, Jackie Ayers, Steve Kirn, Churchill Roberts, Susan Hegeman, Aida Hozic, Rori Bloom, John Biro, and Raul Sanchez

N/A 11:30 AM

The meeting started at 11:30 AM and adjourned at 1:30 PM.

## 1 Approval of Minutes of Previous Meetings

The minutes of the *UFF-UF Chapter Council* meeting of 05/26/15 were approved. **2**

## Announcements

UFF-UF President Susan Hegeman related information regarding the legislature's proposed budget as relates to higher education funding, noting the performance and preeminence funding received by UF.

## 3 President's Report

1. a) New UFF Statewide President Jennifer Profitt would like to visit UF. Members of Social committee should determine best venue for this.
2. b) Susan Hegeman proposed inviting other UFF figures from other campus to visit our campus, for example from chapters such as UCF where there has been impressive membership growth.
3. c) S. Hegeman asked attendees to be aware of issue on other FL campuses of courses being defined as something other than 0.25 FTE. She requests that members to let the chapter know if we are seeing this trend at UF.
4. d) Susan clarified roles of staffers Candi Churchill (FEA) and Lauren Byers (UFF-UF). Lauren's role is to be an organizer, but members must determine chapter direction.

## 4. 4 Bargaining Committee Report

J. Biro announced that bargaining was to start on June 25 and continue to August with weekly meetings. Biro stressed the need to wrap up bargaining on the salary article of the CBA before fall when bargaining will begin on a new contract

## 5. 5 Non-Tenure Track Committee Report

Steve Kirn reported on the latest activities.

## 6. 6 Grievance Committee Report

## 7. 7 Membership and Social Committee Report

A. Hozic and others discussed a bus tour of Gainesville and picnic for new faculty in the fall.

Minutes submitted by Rori Bloom, UFF-UF Secretary, 07/01/15.

*Place:* 160 Pugh Hall, University of Florida, Gainesville

*Attendees:* Raul Sanchez, David Groisser, Oscar Crisalle, Maria Coady, Tom Auxter, Jackie Ayers, Candi Churchill, Lauren Byers, Leah Rosenberg, Susan Hegeman, Steve Kirn, Rori Bloom, Sumi Helal, Jorg Peters

*Time:* The meeting started at 3pm and adjourned at 5pm.

### **1 Approval of Minutes of Previous Meetings**

The minutes of the *UFF-UF Chapter Council* meeting of 07/28/15 were approved.

### **2 Announcements**

- a) Reminder about upcoming UFF Senate meeting registration and proxies.
- b) Events calendar for fall 2015 semester distributed by Steve Kirn.

### **3 Committee Reports**

#### **a) Grievance committee**

Oscar Crisalle reported that the grievance team is currently grieving a termination

O. Crisalle also reported that a grievance relating to departmental bylaws has been settled. 800 pages were produced by UF and showed that only a few units in the College of Business are missing by-laws.

#### **b) Government Relations**

Tom Auxter encouraged chapter to organize meetings with our state reps (Bradley) before next legislative session specifically on the issue of guns on campus. Auxter reported that guns on campus bills of last session were defeated due to UFF's work, but same bills will be back this session. Auxter also reported on a recent gun safety summit in Orlando with chiefs of all FL SUS campus police chiefs, and he plans to edit and post video of this summit on UFF site.

#### **c) Family Friendly**

Maria Coady reported on Faculty-Family Council meeting which raised several issues and announced further meetings for 9/16 (organizational) and 9/23 (general) to narrow down priority issues for future consideration.

There was a motion to approve the concept of FFC's statement of support for GA health insurance. Motion carried.

#### **d) UFF budget task force**

Tom Auxter reported that UFF budget task force had reached consensus on recommendations it will make at Senate mtg.

#### **e) Social committee**

S. Kirn distributed fall 2015 events calendar and reported on organization of bus tour for new members.

#### **f) Budget committee**

S. Hegeman proposed a temporary measure for the UF chapter to take 1% less in return from statewide dues to help with statewide shortfall.

There was a motion to approve Susan's proposal of the above 1% rebate at the upcoming Senate meeting. Motion carried.

#### **g) Bargaining Committee**

S. Helal reported that the UFF-UF bargaining team had declared impasse on the salary article and that a special magistrate would come to campus for a hearing. S. Hegeman proposed creating an FAQ on impasse to post on chapter site.

Minutes submitted by Rori Bloom, UFF-UF Secretary, 09/11/15.

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### **12/15/15**

160 Pugh Hall, University of Florida, Gainesville

*Attendees:* Oscar Crisalle, Paul Ortiz, Susan Hegeman, Rori Bloom, Lauren Byers, David Groisser, Jorg Peters, Tom Auxter, Meera Sitharam

*Time:* The meeting started at 3pm and adjourned at 5pm.

### **1 Announcements**

a) Susan Hegeman reminded Council of "Rally in Tally" even for January 14, 2016.

b) Susan Hegeman noted that UFF is monitoring UF's use of Academic Analytics.

### **3 Committee Reports**

#### **a) Grievance committee**

Oscar Crisalle inquired about the status of letters of counseling and whether they are publicly accessible.

#### **b) Government Relations**

Tom Auxter spoke about the upcoming legislative session and topics of particular concern to faculty, including guns on campus legislation, textbook affordability, and fee waivers for graduate students.

**c) Social committee**

- Steve Kirn sent notes on social committee meeting held on 12/10/15. Committee is working on schedule of events as well as better use of events for messaging and membership while maintaining social character.
- Suggested events for 2016: Piesano's social in January or February; Hippodrome event; Spring dinner; Spring bus tour; Canoeing event in summer.
- At Council meeting, attendees noted need to connect bus tour to membership recruitment and need for printed calendar to use in office visits.
- Council attendees also noted need for Senate orientation workshop for new UFF senators and suggested UFF hold other sessions to parallel UF's own T&P workshop.
- Membership dinner will be either week of 3/28 or 4/14/16 and will include elections.

**d) Nominating Committee**

Rori Bloom volunteered to co-chair nominating committee for 2016. Susan Hegeman and Lauren Byers will recruit second co-chair for this committee to work on slate for spring 2016 elections.

Minutes submitted by Rori Bloom, UFF-UF Secretary, 1/22/16.