

2016 UFF-UF Council Minutes

2/23/16

Place: 160 Pugh Hall, University of Florida, Gainesville

Attendees: Rori Bloom, Renata Serra, Peter Barnes, Susan Hegeman, Tom Auxter, Steve Kirn, Paul Ortiz, Jorg Peters, Oscar Crisalle, Meera Sitharam, April Hines, Steve Holland

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 09/22/15 and 1/26/16 were approved. **2 President's Report**

a)report on UFF February 2016 senate meeting

S. Hegeman reported that

a) budget issues were resolved.

b) Guns on campus bill failed but could be revived in future. It is important to tell state

senators on our side of this issue that we support them

c) Net membership is down due to retirements etc. (UFF-UF chapter)

b) organization of bargaining sessions

S. Hegeman encouraged members to attend Tuesday sessions. A sign-up sheet was circulated; reminder emails will be sent out to membership. The goal is to have 5 members to accompany bargaining team at each session.

3 Committee Reports

a)Bargaining

Various issues will be bargained: NTT, parental leave, hiring, IP, online, discipline on Tuesday afternoons. M. Sitharam and O. Crisalle are working on creating an article in the CBA for UF online.

b)Family Friendly

A. Hines notes that of peer institutions only UF, UT, Texas A&M have no paid parental leave. Hines wants UF to look at the success of parental leave policies at UCF, USF and FIU.

On a positive note, responses to the UFF bargaining survey have led to establishment of a lactation room in the library.

c)NTT

P. Barnes notes that the main issue for NTT in bargaining is continuing contracts.

d)Grievances

O. Crisalle reports that Candi Churchill had organized training for grievance committees of UFF and GAU with a local labor attorney.

e)Membership

S. Holland with M. Brenner and L. Byers have done visits in HHP and recruited 4 new members. Main issue for those who refuse to join is dues.

f)Social

S. Kirn reminded council of reception/theater event planned for the Hippodrome on March 11.

4)Other

Council discussed using caricatures to keep our issues in the media.

Minutes submitted by Rori Bloom, UFF-UF Secretary, 3/23/16.

4/26/16

Place: 160 Pugh Hall, University of Florida, Gainesville

Attendees: Susan Hegeman, Rori Bloom, Jackie Ayers, John Leavey, Raul Sanchez, Maria Coady, Paul Ortiz, Jorg Peters, Oscar Crisalle, Meera Sitharam, April Hines, Steve Kirn, Candi Churchill

Time: 3pm

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 03/29/16 were approved.

2) Announcements

a)C. Churchill announced 4 new drives going on around the state: Florida State College, Florida Polytechnic, St Petersburg College, Tallahassee Community College.

b)C. Churchill announced trainings in August 2016 for membership recruiting efforts.

2) President's Report

a)S. Hegeman announced staffing changes in office; need to replace Lauren Byers as organizer; possibility of hiring new office manager/web master.

b)Hegeman announced opening for new chair of Membership Committee.

c)Hegeman presented new chapter manual, a compilation of materials for our reference.

d)Hegeman presented chart of mandatory chapter activities to begin creating a calendar for these.

e)Hegeman stated that ratification of new CBA may need to be organized during summer 2016. **3)Discussion of Survey Results**

Council discussed survey.

4) Committee Reports

a)Family Friendly: A. Hines reported preparation of petition to raise awareness, specifically around paid parental leave issue.

b)Bargaining

J. Leavey reported that bargaining is ongoing.

c)Grievance

M. Coady and O. Crisalle reported ongoing grievances.

d)Membership

This committee needs a chair.

e)Social

S. Kirn is planning 2 socials as well as bus tour and dinner for fall and 2 socials and dinner in spring. Candi suggested reinstating lunches. Other suggestions were Ichetucknee trip as well as projection of a documentary film about public higher ed.

4)Other

Budget will be discussed at next meeting. VPs will also need to meet to discuss responsibilities.

Minutes submitted by Rori Bloom, UFF-UF Secretary, 5/23/16. Amended 5/26/16.

5/24/16

Place: 160 Pugh Hall, University of Florida, Gainesville

Attendees: Susan Hegeman, Rori Bloom, Jackie Ayers, Raul Sanchez, Jorg Peters, Meera Sitharam, John Leavey, David Groisser

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

1) Announcements

a) C. Churchill will organize training for organizers on August 8, 2016

b) Marshall Ogletree is new executive director of UFF

2) Treasurer's Report

a) J. Peters presented 2015-2016 report.

b) Motion: J. Peters moved to keep budget constant for 2016-17. R. Sanchez seconded.

c) Motion Passed unanimously.

3)Approval of April 2016 minutes

April 26, 2016 minutes amended and approved as amended.

4) Action item: endorsement of letter in support of employees of Renaissance Hotel, Long Beach CA Hotel

a) letter submitted by P. Ortiz and amended by chapter

b) chapter agreed to support amended letter

5) Committee Reports

a) Grievances

Grievance committee work is ongoing.

b)Bargaining

Bargaining is ongoing.

Minutes submitted by Rori Bloom, UFF-UF Secretary, 6/22/16. Approved 6/28/16.

July 26, 2016

Attendees: Susan Hegeman, Churchill Roberts, Steve Kirn, Oscar Crisalle, April Hines, Sumi Helal, Paul Ortiz

Time: 3 pm

- 1) Approval of 6/28/16 council meeting meetings May 28, 2016 minutes approved
- 2) Announcements

Paul discussed progress of Living Wage Ordinance campaign at the Gainesville City Commission. UFF members are encouraged to contact City Council members to support a move to \$12.25 per hour for the lowest-paid city workers including temporary and contract employees effective January 1, 2017.

- 3) President's Report

Susan discussed preparations for the August 11 UFF Organizing Academy. Members are urged to spread word about the academy and recruit people to attend.

Matthew Pearson is new UFF office manager.

We discussed recent changes at HR. Jodi Gentry is the new head of HR. Susan had an excellent meeting with Jodi.

- 4) Action Item: New Organizer Hire

We discussed the search for a new organizer and interview for same. Those present unanimously agreed to hire Miguel Valdez as UFF-UF's new organizer.

Discussion about renovating and cleaning up UFF office space in Yon Hall. Oscar reiterated an earlier proposal he had made about joining the two office spaces together by tearing down the separating wall. This would create a larger space. A prior bid to do this was priced at \$10,000. We agreed to place Oscar's proposal on our agenda for the fall.

We agreed that we need an identifying UFF sign at/near the ground floor at Yon Hall to direct people to our office. People get confused looking for the office without clear marking.

Oscar stated that UFF should organize a Tenure & Promotion workshop later in the academic year. This is critical as faculty are facing complex challenges in personnel cases and new chairs will benefit from learning what our collective bargaining contract covers in these cases. We will set the date and time for the Tenure & Promotion workshop at our next meeting.

- 5). Committee Reports

- a. bargaining
- b. membership/social. Upcoming social and membership activities include:

Wednesday, August 17, UF New Faculty Orientation at Emerson Alumni Hall, 11:30 am. Paul and David will staff UF table. We will organize a raffle. Paul will purchase "Starbucks" gift card for \$50.00 and approach Gainesville Fitness about possibility of donating a membership for the raffle.

September 8 11:30 a.m. at the Retail Center hosted by Steve Kirn, a meeting about promoting social and membership activities in the union. Please encourage colleagues to attend.

September 15 @ 5 pm place TBD, New/Old Faculty Mixer to take place near campus.

September 24, UFF Bus Tour of Alachua County for new/old faculty. Facilitated by Steve. We will begin to publicize this and all events soon.

Fall Semester UFF General Meeting, evening of October 25th. Time and Location to be announced soon. November 17th Reception, TBD
UFF Petition on Paid Parental Leave

April gave an update on the petition in favor of paid parental leave. Response to the petition has been very positive. 170 signatures have been gathered thus far. In addition, we have received powerful testimonials about the hardships that UF faculty undergo under the current policies and the need to change same. A good story appeared about this in the June 9th issue of the Gainesville Sun: <http://www.gainesville.com/news/20160609/uf-faculty-union-pushes-for-paid-parental-leave>

The suggestion is that we draw on the testimonials and promote them via our web site and social media as they tell important stories of what life is like for faculty at UF.

Minutes submitted by Paul Ortiz

8/30/16

Place: 150 Pugh Hall, University of Florida, Gainesville

Attendees: Susan Hegeman, Rori Bloom, Tony Floriani, Christina Gladney, Candi Churchill, Raul Sanchez, Jorg Peters, Meera Sitharam, Oscar Crisalle, Steve Kirn, Churchill Roberts, Paul Ortiz

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 07/26/16 were approved.

2) Announcements

- a) P. Ortiz announced fundraiser for S. Proctor Oral history program and Labor Daze fest event. **2)**

President's Report

- a)S. Hegeman introduced new organizer Christina Gladney
- b)S. Hegeman reminded attendees of upcoming UFF Senate meeting in Tampa.

3) Committee Reports**a)Social Committee**

S. Kirn distributed flyer for 3 fall 2016 events.

b)Membership

P. Ortiz reported on positive contacts at UF New Faculty orientation and success of raffle.
 S. Hegeman reported that we need to contact 300+ new hires and will have the help of C. Gladney and AFT organizer T. Floriani.
 Chapter brainstormed on tip sheet for office visits.

c)Bargaining

S. Hegeman reported that bargaining is ongoing.

d)Grievance

O.Crisalle and C. Roberts reported that various grievances are ongoing.
 S. Hegeman mentioned chapter ULP grievance.

4)Discussion Item: Yon Hall 308

S. Hegeman proposed \$10, 000 budget to renovate Yon Hall. The chapter approved further investigation of renovation plans.

5)Other

S. Hegeman encouraged members to attend UF Town Hall meetings to speak out on issues related to UF climate survey.

Minutes submitted by Rori Bloom, UFF-UF Secretary, 9/19/16.

9/27/16

Place: 150 Pugh Hall, University of Florida, Gainesville

Attendees: Susan Hegeman, Rori Bloom, Churchill Roberts, Paul Ortiz, Jackie Ayers, Jorg Peters

The meeting started at 2pm and adjourned at 4pm.

1 Approval of Minutes of Previous Meetings

The minutes of the *UFF-UF Chapter Council* meeting of 08/30/16 were approved.

2) Announcements

- a)S. Hegeman announced CLC phone banking to get out the vote.
- b)S.Hegeman reminded council of 9/29 town hall meetings to discuss UF climate survey.

2) President's Report

- a)S. Hegeman reported that UFF will restore the chapter rebate, and that the organization is in good fiscal health
- b)S. Hegeman updated council on migration of database untoNEA's VAN system but with an interim move to google sheets.

3) Committee Reports**a)Membership**

P. Ortiz reported on fun bus tour but with lower attendance than last time. S. Kirn to join

P.Ortiz as membership co-chair

b)Bargaining

S.Hegeman reports that there is progress on the following issues: parental leave, raises for members of the bargaining unit making less than 50K, PK Yonge raises, and sabbatical eligibility/frequency.

c)Grievance

C. Roberts a grievance and an arbitration in progress. He notes the importance of raising awareness on the use of letters of counsel in personnel matters.

4)Other

Council noted need to closely follow developments in UF online.

Minutes submitted by Rori Bloom, UFF-UF Secretary, 10/24/16.

10/25/16

Place: 150 Pugh Hall, University of Florida, Gainesville

Attendees: Susan Hegeman, Rori Bloom, Churchill Roberts, Paul Ortiz, Candi Churchill, Marshall Ogletree, Maria Coady, Steve Kirn, David Groisser, Oscar Crisalle, Meera Sitharam

Time: The meeting started at 2pm and adjourned at 3:45pm.

1) Approval of Minutes of Previous Meetings

The minutes of the *UFF-UF Chapter Council* meeting of 09/27/16 were approved as amended.

2) Announcements

a)S. Hegeman announced 9/27 fall membership dinner

b)S. Hegeman announced opportunities to phone bank for 11/8 election

c)S. Hegeman announced that while there will be no more town hall meetings to discuss UF climate survey, the website is still open for comments. College level results are to be released in January 2017.

3) Committee Reports

a)Membership

P. Ortiz announced several new memberships.

b)Grievance

-Council discussed possible chapter grievance in CISE in reference to mandatory faculty participation in EDGE program (distance learning) as it affects workload. The grievance committee will meet to advance discussion of this issue.

-S. Hegeman provided an update on the ULP grievance, announcing a PERC hearing on 12/7. -C. Roberts announced loss of an arbitration and suggests discussing the use of performance improvement plans/

c)bargaining

C. Churchill noted need to organize ratification of new contract.

C. Churchill also summarized gains in new contract as

Raises for faculty earning less than 45000.

Raises for PK Yonge faculty

Increase in length of parental leave

Increase in number of sabbaticals and decrease in number of years needed to apply

4)President's report

S. Hegeman discussed the UFF PAC and suggested individual and chapter contributions. The motion to make a PAC contribution from chapter reserves was tabled.

5)Other

Marshall Ogletree spoke about the negative effects of performance funding and pre-eminence funding on SUS system overall.

Minutes submitted by Rori Bloom, UFF-UF Secretary, 11/28/16.

11/29/16

Place: 150 Pugh Hall, University of Florida, Gainesville

Attendees: Susan Hegeman, Rori Bloom, Paul Ortiz, Candi Churchill, Steve Kirn, D. Hickey, C. Gladney, J. Ayers

The meeting started at 2pm and adjourned at 4pm.

1) Approval of Minutes of Previous Meetings

The minutes of the *UFF-UF Chapter Council* meeting of 10/25/16 were approved as amended.

2) Announcements

a)S. Hegeman announced February 2017 UFF Senate Meeting

3) Contract Ratification

a)C. Churchill highlighted points of contract in printed synopsis including Family Leave, NTT pay, PKY salary, sabbaticals.

b)S. Hegeman will post new CBA information on website.

c)Council determined that ratification should take place December 6-7, 2016 at PK Yonge, Library West, and Reitz Union locations.

d)Council advised membership committee to contact members in ELI and Advising for testimonials about benefits of new contract and to contact non-members in an effort to recruit them.

4) Committee Reports

a)Social

S. Kirn proposed lunch events for spring including January 24 lunch on guns on campus issue.

b)Grievance

No one was present from grievance committee.

c)bargaining

See Item 3 above on ratification.

5)Other: discussion of future directions for UFF

a)importance of following developments in higher ed in other states

b)UFF could be involved in educating for democracy by promoting diversity support and affirming events

c)UFF could examine issues related to UF staff and Gainesville city development plans

Minutes submitted by Rori Bloom, UFF-UF Secretary, 1/29/17.