

## 2017 UFF-UF Council Minutes

### 1/30/17

*Place:* 150 Pugh Hall, University of Florida, Gainesville

*Attendees:* Susan Hegeman, Rori Bloom, Tom Auxter, Candi Churchill, Churchill Roberts, Oscar Crisalle

The meeting started at 2pm and adjourned at 3:25pm.

#### 1) Approval of Minutes of Previous Meetings

The minutes of the *UFF-UF Chapter Council* meeting of 11/29/16 were approved as amended.

#### 2) Announcements

a) S. Hegeman announced UFF Senate Meeting February 2017

b) S. Hegeman announced Central Florida Legislative Academy February 2017

#### 3) President's Report

a) S. Hegeman will be on sabbatical in 2017-18. Steve Kirn has agreed to be nominated for president of UFF-UF for 1-year term. Other nominations will be accepted.

b) Grievance team is in good shape. We need to rebuild bargaining team.

c) We need a nominations committee for elections.

d) 20 people attended the January 24 UFF-UF luncheon and discussed state legislative issues including guns on campus.

e) S. Hegeman reported on working group of retirees who are preparing an advice sheet on retirement planning.

f) Members have contacted chapter president with regards to campus events (swastika, noose) as well as on national issues, especially the immigration ban. Chapter brainstormed on services we can provide in response including an immigration toolkit for the website. Chapter also suggested tabling for academic freedom at UF Faculty Senate meeting on March 28.

#### 4) Committee Reports

a) Treasurer reports that all is well

b) Grievance

Members of grievance team wish to set up workshops to advice candidates on T&P based on past grievance cases.

Minutes submitted by Rori Bloom, UFF-UF Secretary, 2/26/17.

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### 2/27/17

*Place:* 150 Pugh Hall, University of Florida, Gainesville

*Attendees:* Susan Hegeman, Rori Bloom, Candi Churchill, Jorg Peters, Paul Ortiz, Richard Freeman, Maria Coady, Carlos Smith

The meeting started at 2pm and adjourned at 3:30pm.

1) Approval of Minutes of Previous Meetings

The minutes of the *UFF-UF Chapter Council* meeting of 1/30/17 were approved as amended.

2) Announcements

a) S. Hegeman introduced Carlos Smith of the NEA emerging organizers academy.

b) P. Ortiz reminded group of presentation on issues in higher education at Santa Fe College on 2/28/17.

c) C. Churchill proposed a troublemaker training in spring sponsored by UFF-UF with Labor Notes.

d) S. Hegeman announced March 28, 2017 UFF-UF spring dinner.

3) President's Report

a) S. Hegeman announced news from UFF Senate meeting

UFF Senate made official statements on immigration ban and guns on campus.

UFF Senate is working on adjunct organization in urban areas.

There is an overall increase in membership statewide and the possibility of adding another field services position.

b) S. Hegeman updated on HB11 as more serious threat to unions than similar bill in 2011.

Chapter will work on building to 50% membership in response with goal of maintaining new members for the long term.

4) Discussion of climate survey

UFF survey has better response rate than UF.

We could develop an alternate survey that provides contract education with "Did you know?" questions to demonstrate value of CBA.

Minutes submitted by Rori Bloom, UFF-UF Secretary, 3/27/17.

**3/27/17**

*Place:* 150 Pugh Hall, University of Florida, Gainesville

*Attendees:* Susan Hegeman, Rori Bloom, C. Roberts, J. Ayers, M. Coady, J. Peters, O. Crisalle, R. Freeman

The meeting started at 2pm and adjourned at 3:55pm.

1) Approval of Minutes of Previous Meetings

The minutes of the *UFF-UF Chapter Council* meeting of 2/27/17 were approved.

2) Announcements

a) Reminder that UFF-UF spring dinner of 3/28/17 will include elections as well as discussion of membership campaign.

3) Committee Reports

a) Grievances: C. Roberts announced 1 grievance moving to a step 2; possible T&P grievances may be pursued in future; O. Crisalle affirmed interest in organizing a UFF-sponsored T&P workshop in fall 2017.

b) Bargaining: S. Hegeman noted that we need to prepare for salary reopener

c)Treasurer: J. Peters reports that all is well with UFF-UF finances.

4)Discussion of buying ad in the Independent Alligator to advertise UFF-UF's positions on recent issues

Council voted to authorize gathering of information on cost and content of an ad  
Richard Freeman will contact Alligator advertising office. Churchill Roberts will contact journalists to see about incorporating UFF views into news stories.

Minutes submitted by Rori Bloom, UFF-UF Secretary, 4/24/17.

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## **06/26/2017**

*Place:* 150 Pugh Hall, University of Florida, Gainesville

*Attendees:* Steven Kirn (presiding) Jackie Ayers, Angela Bacsik, John Biro, Susan Hegeman, Hélène Huet, Jorg Peters

*Time:* 3 pm

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

The minutes of the UFF-UF Chapter Council meeting of 05/15/17 were presented. It was agreed that they would be revised and posted upon approval by Kirn and Hegeman.

### **Committee Reports**

- a. Bargaining. Biro reported for the committee that discussions were underway on the 2018 salary reopener.
- b. Grievances. Biro also reported for that committee on ongoing cases.
- c. Membership. Kirn reported on plans and continued membership growth.

### **1 Treasurer's Report**

Treasurer Peters reported that the fiscal situation of the chapter is sound, and presented the annual chapter budget for 2017-18. It was unanimously approved.

### **2 Discussion: fall semester organizing and social events**

It was agreed that we would hold the bus tour again, on 9/23. Also, two socials in addition to the chapter dinner/meeting.

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

- a. Kirn provided a report on "New President" FEA meeting. Emphasized the importance of member-driven model of leadership versus service model.
- b. Addressed and discussed need for a planning retreat for leaders in fall.

Meeting adjourned at 4:35.

Respectfully submitted, Susan Hegeman, July 1, 2017.

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### **7/26/17**

*Place:* 150 Pugh Hall

*Attendees:* J. Biro, A. Bacsik, R. Bloom, S. Kirn, C. Churchill, J. Peters, P. Ortiz, L. Rosenberg, J. Ayers, S. Birch, H. Huet

The meeting started at 2:00 pm and ended at 4:00pm

1) Minutes of 6/28/17 meeting approved as amended.

2) Schedule of Fall 2017 UFF-UF events established as follows

- Table at UF New Faculty Orientation August 16-17 (P. Ortiz)
- UFF-UF Council Meeting August 23, 3-5pm
- UFF-UF Social September 6 (S. Kirn)
- UFF-UF Salary Article Ratification September 6-7 (R. Bloom)
- UFF Senate Meeting in Tampa September 15-17 (UFF senators)
- UFF-UF Council Meeting, September 27, 3-5pm
- New Faculty Bus Tour of Gainesville area September 23 (S. Kirn)
- Fall Chapter Dinner at United Church October 18 (S. Kirn)
- UFF-UF Social November 16 (S. Kirn)

3) UF New Faculty Orientation

P. Ortiz will reserve a table, assemble raffle prizes and/or swag bags.

C. Churchill will provide new flyer from UFF

4) Ratification Message/Communication

S. Hegeman and S. Kirn will work on a message about the article to be ratified as well as an announcement of ratification voting times/places to the bargaining unit at least 2 weeks before the ratification on September 6.

5) Ratification Vote

R. Bloom with P. Ortiz, A. Bacsik, and Renée at P.K. Yonge will organize ratification vote to take place on September 6-7, 10:00am-2:00pm, at the following locations: P.K. Yonge, Reitz Union, Library West. C. Churchill will organize ratification at the Marine Lab in St. Augustine. Sign-up e-mail for help with tabling will go out to members about 10 days before the vote.

6) Committee Reports

a) Grievances: J. Biro reports that 2 non-renewal grievances are ongoing.

7) Other:

P. Ortiz announced several upcoming events and efforts: 7/28 protest of Senate Health Care proposals organized by ACLC, petition to restore voting rights to felons, petition to get Olysha Magruder on the ballot for State Senate, recruiting UFF-UF members to speak in his labor history course in fall 2017.

8) Exercise: Chapter Priorities (exercise with post-it notes).

Several concerns emerged: departmental structures/stewardship; parental leave; campus issues (safety, guns on campus); membership recruiting; storytelling about chapter history/why we exist; need for political action committee. TBC

Minutes submitted by Rori Bloom, UFF-UF Secretary, 7/26/17

Amended by R. Bloom, 9/27/17

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### **8/23/17**

*Place:* 150 Pugh Hall

*Attendees:* R. Bloom, S. Kirn, C. Churchill, S. Hegeman, M. Schueller, J. Peters, P. Ortiz, L. Rosenberg, N. Hunt, R. Serra, M. Coady, J. Biro, O. Crisalle, K. Odutola, J. Fults

The meeting started at 2:00 pm and ended at 4:00pm

1) Minutes of 7/26/17 meeting approved as amended.

2) Committee Reports

Bargaining:

1. S. Kirn reported that J. Leavey met with UF HR to discuss developing Family Leave policy.
2. J. Biro and S. Hegeman agreed to work on communication of new salary article and ratification procedures to unit.

3) Announcements

A. O. Crisalle reminded senators to register for Tampa meeting of UFF senate. Crisalle and Kirn to draft reminder message to senators from UFF-UF chapter.

B. P. Ortiz announced 8/31 meeting at Millhopper Library to organize a union at Santa Fe CC.

3) Other:

A. M. Coady proposed ad hoc committee to examine treatment of grants in CBA

B. Chapter responded to R. Spencer's proposed speech at UF

1. Chapter thanked P. Ortiz for leadership on letter to UF President to argue against R. Spencer speech and cited this effort as a model for organization around campus issues.
2. C. Churchill advised that UFF could join a potential UF lawsuit against Spencer. C. Churchill and S. Kirn to consult FEA legal department.

Minutes submitted by Rori Bloom, UFF-UF Secretary, 9/27/17

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### **9/27/17**

*Place:* 150 Pugh Hall

*Attendees:* A. Bacsik, R. Bloom, S. Kirn, O. Crisalle

The meeting started at 2:00 pm and ended at 3:00pm

1) Minutes of 8/23/17 meeting approved as amended.

2) Announcements

a) S. Kirn announced that the Bus Tour for new faculty was a success. 43 seats were filled.

b)S. Kirn announced result of vote on ratification of salary article of CBA: 191 for 5 against.  
 c)O.Crisalle reminder attendees to register for UFF statewide senate meeting or complete proxies (if applicable).

3)Other

a)There was discussion of launching a renewed effort to remind senators of their responsibilities, including attendance at 1 of 2 annual meetings of statewide senate.

b)There was a reminder of an upcoming workday to be organized by C. Churchill.

Minutes submitted by Rori Bloom, UFF-UF Secretary, 10/18/17

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**11/7/2017**

*Place:* 150 Pugh Hall, University of Florida, Gainesville

*Attendees:* Steve Kirn, Susan Hegeman, John Biro, Kole Odutola, Jason Fults

The meeting started at 3pm and adjourned at 4:15 pm.

There was an open discussion of strategies for increasing membership and improving communications.

Office manager Jason Fults has agreed to begin calling leaders about contacting potential members.

Meeting was adjourned in advance of the Membership dinner and meeting, 5 pm at UCG.

Respectfully submitted, Susan Hegeman

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**12/8/17**

*Place:* 309 Yon Hall

*Attendees:* A. Bacsik, R. Bloom, S. Kirn, J. Fults, L. Rosenberg, C. Churchill, P. Ortiz, K. Odutola, S. Hegeman, J. Biro, D. Groisser, S. Birch

The meeting started at 3:00 pm and ended at 4:30pm

**1. Discussion of plans for membership campaign**

- a. Idea to propose a “dues sale” for very junior and/or very senior faculty
- b. Idea to target NTT faculty with NTT faculty
- c. Idea to target new faculty at UF
- d. Idea to target low density areas as per 2011 membership document
- e. Idea to visit department meetings: Libraries has requested a visit

**2. Other tasks for membership campaign readiness**

- a. need to update 2011 membership data (Jason Fults will begin work on this)
- b. need to update activists in departments

- 3. Volunteers for 2018 membership campaign**
  - a. To present at department meetings: Steve Kirn (to contact departments) John Biro and Paul Ortiz (to present to departments)
  - b. To contact retirees to assist with membership campaign: John Biro, Paul Ortiz
  - c. To organize other strategies (new faculty, NTT, low density): Stephanie Birch, Angela Bacsik, Leah Rosenberg, Susan Hegeman
  
- 4. Membership campaign 2018 planning meeting: January 6, 1-4 pm (S. Birch, A. Bacsik, L. Rosenberg, S. Hegeman, S. Kirn)**
  
- 5. Discussion of OPS working conditions and pay issue:** P. Ortiz and J. Fults noted that the ACLC is working on this and that this issue has broad community support. Ortiz and Fults encourage UFF to support OPS and to use this issue to provide model of positive organizing.
  
- 6. Calendar of meetings for Spring 2018**
  - a. Chapter meetings: January 16, February 20, March 20, April 17
  - b. Social with GAU February 13
  - c. Spring Dinner: March 27?
  - d. Possible lunch event with Marshall Ogletree
  - e. Suggestion for an event with music with involvement of Department of Music

Minutes submitted by Rori Bloom, UFF-UF Secretary, 1/2/18