Collective Bargaining Meeting Minutes
Thursday, November 20, 2014
MAR 402 - 1:30-3:00 pm

Attendees:

Jennifer Baker, Chief Negotiator
David Vazquez, Director, University Budgets
Joan Glacken, Assoc. Dean/Assoc. Prof.
Jason Bahr, Asst. Prof.
David Steckler, Instructor

Elizabeth Elliott, UFF President
Tony A. Barringer, Assoc. Provost/Assoc. VP
Chris Lloyd, Asst. VP of Human Resources
Morgan T. Paine, Asst. Prof., UFF VP
Kathleen Miller, Dean, Library Services

Guests:

Pete Reuter, CHPSW/UFF
Shawn Keller, Program Leader/Asst. Prof
Win Everham, Environmental Studies

Rob Nichols, Mathematics/UFF
Kristoph Kinzi, Civil Engineering

Opening Statement
Beth Elliott would like to have the record reflect that our hearts go out to FSU today.

Old Business

• Approval of 11/13/14 Meeting Minutes with changes

New Business

• Reviewed IBB Ground Rules
  Change #7. There are no question or ideas that are unwelcome
  Change #8 Scribe: The University has dedicated a staff member to act as scribe for both teams
  Update date: 2015-18 Full Book Adopted 11/20/14; add footer to include previous dates for historical purposes

Article 8.1 Policy No Change

Article 8.2 Advertisement of Vacancies
Remove:
…and the Division of Colleges and Universities (DCU) potion vacancy announcement system…
Discussion: Employees of lower or equivalent ranks, employees who are spouses of employees, and employees who are local residents shall not, in the hiring process, be disadvantaged for that reason, except as provided in Florida Statutes Chapter 112.

This is embedded throughout Search and Screen guidelines

Article 8.3 Employment Contracts
Distributed the letter of offer templates

Issue:

- The contract language mirrors language in the offer letter
- Both documents are manually prepared.
- Both legally binding
- We have 6-7 people review these documents for accuracy and errors still occur
- Can be a rush process
- This is the first impression of FGCU

Consideration for change:

- Combine the two documents and have the letter of offer be considered the contract
- Ensure that we include everything we need in the letter
- Define the letter of offer as the contract under definitions
- Letter of offer can be the contract of employment upon acceptance. We can include a statement under their signature
- Spell out FGCU UFF in full then continue with abbreviation with UFF
- Make sure letter has, collective bargaining and statute language
- We could have a web page for Newly Faculty
- By the CBA we are obligated to provide a letter for every faculty member that comes on board

Results:

- When faculty are given an administrative position, a new letter will not be given but rather a notification letter in assignment change

Jennifer will draft a letter of offer for review at the next meeting.

Recap
Dec 11th cancelled due to scheduling conflicts and rescheduled to Tuesday, December 9th, 1:30-3:30pm
Dec 4th we will coordinate January schedules

END TIME 3:00 PM

Next Meeting: Thursday, December 4, 2014; MAR 402; 1:30-3:00 pm