Collective Bargaining Meeting Minutes  
Thursday, December 4, 2014  
MAR 402 - 1:30-3:00 pm

Attendees:

<table>
<thead>
<tr>
<th>Jennifer Baker, Chief Negotiator</th>
<th>Elizabeth Elliott, UFF President</th>
</tr>
</thead>
<tbody>
<tr>
<td>David Vazquez, Director, University Budgets</td>
<td>Tony A. Barringer, Assoc. Provost/Assoc. VP</td>
</tr>
<tr>
<td>Joan Glacken, Assoc. Dean/Assoc. Prof.</td>
<td>Chris Lloyd, Asst. VP of Human Resources</td>
</tr>
<tr>
<td>Jason Bahr, Asst. Prof.</td>
<td>Morgan T. Paine, Asst. Prof., UFF VP</td>
</tr>
<tr>
<td>David Steckler, Instructor</td>
<td></td>
</tr>
</tbody>
</table>

Absent:

| Kathleen Miller, Dean, Library Services |

Guests:

| Rob Nichols, Mathematics/UFF | Susette Putman, FMCS |
| Shawn Keller, Program Leader/Asst. Prof | |
| Win Everham, Environmental Studies | |

1. Gathering: 1:30 pm

2. Approval of 11/20/14 Meeting Minutes with changes

3. Old Business
   - Article 8  Appointment
   - Article 8.2 Advertisement of Vacancies
   - Article 8.3 Employment Contract
     Continued to blend contract into letter.
     Other SUS schools have left this language in the contract. UFF suggest retaining language; Management did not have a problem.

Faculty members of lower or equivalent ranks, relations of faculty members, retired faculty members, and faculty members who are local residents shall not be disqualified from consideration or otherwise disadvantaged in the hiring process.

OR
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.

Discussed the below items need to be included in offer letter:
- College
- Employment Unit
- FTE
- Position Number
- Appointment
- Length of appointment - 9 month vs 12 month
- Special conditions - outlined is the “usual” language we use for these circumstances.

Recap
- UFF will draft an offer letter with changes and will bring to the next meeting

4. Announcements

Next Meeting: Tuesday, December 9, 2014; MAR 402; 1:30-3:30 pm

END TIME 3:18 PM