

Minutes of UFF/UNF Chapter Executive Committee Meeting  
April 21, Friday  
12:15-2:30

Venue: Library Conference Room

Present: Steve Weinberger, Tayeb Giuma, Cheryl Frolich, Adel Boules, Stan Swart, Shira Schwam-Baird, Vicki Stanton, Warren Hodge, Rama Rao

Meeting was convened at 12.15 pm

1. Approval of last meetings minutes

Minutes of last meeting were approved unanimously

2. Faculty review of Contract Update

**Presentations**

Update on meetings with faculty on contract provisions:

Do one more open meeting.

Send PowerPoint presentation to Barbara for posting on the union website.

Also send it in an email to all faculty.

Academic Affairs did not admit the union to their presentation to administrators.

Presentation in email format from Delaney and Frohlich finally sent to faculty pertaining to the changes in the contract and faculty's responsibilities

Cheryl: There will be another more detailed email from Delaney to faculty on what they need to do to carry out contract provisions.

Delaney has set up an arbitration panel consisting of four members outside of Academic Affairs (Gonzalez, Serwatka, Shuman and ???) for Step2 of the grievance procedure.

3. Contract Payment of Back Salaries

Back pay problems: 12 month faculty got considered as 9 month faculty. Adjustments are under way with some problems in some not receiving the \$500 inversion payment.

4. Old problems

**Contract issue that has been pending since 2004**

**School of Business Females**

Issue pending since 2004: Some female professors in College of Business paid pre-emptive counter-offer package. Grievance in process.

Arts and Sciences

Salary adjustments for individuals that receive a Ph.D. but remain as instructors

Arts and Sciences

**Class action**

Class action type grievance by the union is possible. Leonard Carlson agreed that there is provision. However, these will be the most difficult to win or proceed with.

## 5. Treasurers Report

Treasurer's report was not discussed since the treasurer was not present and no report was submitted. This is the second meeting without an accepted Treasurer's Report.

## 6. Recruitment Process

Adel gave a report on the membership drive. He has distributed a packed to 15 volunteers. There is a target list of 48 faculty. He asked Steve how his office can assist now that Candi Churchill is not doing the organizing project. Steve said he will lend her services if needed. **They will begin this summer and report back to the Executive Committee in June and July**

## 7. Vicki:

### 1. Membership Meeting/Party Completed April 4th

### 2. Training about the contract

#### A. Activist Group

Adel has begun compiling this group for recruitment.

#### B. Department meetings.

Once we are trained, we can be available for group presentations –

Shira has presented once to anyone that wished to come, to College of Arts and Sciences Presentation, Library, I've talked to Pam Chally about presenting there

#### C. Administrators.

Academic Affairs/ Leonard Carson will do this training

but we could offer to be available—Refused our help. The actual training was done by Joann with an aid from Leonard's office.

#### D. Topics

i. Explanation of the salary package, why people won't see the whole amount in their paycheck

ii. New articles and protections

iii. By-Laws and P/T requirements of faculty

iv. Grievance process

v. Other

E. Get written testimonials from state leaders (Tom Auxter, Steve Weinberger, other Chapter presidents and bargaining team members) and members of our team, maybe our administrators also

Tom Auxter is running UNF in the next edition of newsletter

### 3. Membership

A. Get Candi Churchill involved—what is her role? Use student help with addressing envelopes, data analysis, busy work, etc.

Candi Churchill is only applicable to the middle east of Florida—UF,ect

Steve agreed to contact her and get her to help for us.

B. Make sure we have a liaison in each department

C. Get several sets of address labels from Acad. Affairs

D. Letter to all union members (not email)

(Vicki Stanton will do with review by Cheryl)

i. Thank you for your support

ii. Things the union has done for you

iii. We need your help

iv. Get active, volunteer for a committee

v. Help us recruit new members (inc. membership forms)

- E. Letter to non-union faculty  
(Vicki Stanton will do with review by Cheryl)
  - i. Thanks for ratifying the contract
  - ii. Protections and rights you have
  - iii. Join
- F. Letter to special groups  
(Vicki Stanton will do with review by Cheryl)
  - i. Instructors
  - ii. People who received large raises
  - iii. Targeted departments

Vicki Stanton circulated draft of the letter she has prepared to send out to all faculty highlighting what the union has done for them through this contract and why they should join the union and make it stronger.
- G. Face to face contacts—most important step of all  
(Adel will update on the agenda---see item 7 above)
- 8. New Programs/Agenda Offered to Faculty
  - A. Conflict Resolutions  
Faculty who are now involved in the interdisciplinary Conflict Transformation Programs of instruction and research here at UNF are another resource for conducting such sessions
- 9. FCCJ Update  
Letter attached  
FCCJ is trying to develop their courses online without the aid of their internal staff who have the right to determine course material. We sent a letter outlining our protest of this situation.
- 10. The speed on our reply to a faculty receiving a notification of issues being researched on them and dismissed from teaching-- Stan  
After discussion by Steve Weinberger, the item was withdrawn .
- 11. "EMERGENCY LEGAL SERVICES PROGRAM"  
Stan's agenda item about legal services available for members: Steve said legal services are available through FEA at no cost to the union. Myer and Briggs is the firm. Steve is the point of contact. Contract provision on the administration placing faculty on administrative leave needs to be changed in the next round of bargaining. Administration's commitment to contract adherence is selective. Per Steve's suggestion, Stan's item was tabled
- 12 Grievances:  
Tayeb brought up the issue of point of contact for grievances on the campus. Adel proposed that we discuss the grievance process in more detail as a separate agenda item and the committee agreed.

A dinner to facilitate Cheryl and Shira for their services during bargaining was proposed and approved. Date July 19, Wednesday.

Meeting was adjourned at 2.30 pm