

MINUTES

UFF University of North Florida Chapter Chapter Committee Meeting

From: Monday, September 13, 2004

Meeting began at 8:10 a.m.

Present:

Voting Members: Shira Schwam-Baird, Vice President and Senator; Patricia Geesey, Secretary; Tayeb Giama, Chair of Grievance Committee; Stan Swart, Nomination and Elections Committee; Vicki Stanton, Senator and Membership Chair; Bruce Fortado, Senator; and Cheryl Frohlich, President and negotiation representative.

Non-Voting Members: Barbara Tuck, Library Representative, Ron Kephart, Arts and Sciences Representative, Don Jensen, Computing Science and Engineering Representative

Voting Members Absent: Michelle DeDeo, Treasurer—proxy held by Shira Schwam-Baird; Standing Committee Chairs vacant at this point: Communication and Grievance Chairs

First Item:

Approving the 2004-05 budget (copy of this item attached to minutes separately).

Prior to a motion being made there was discussion about the insurance item being deleted at the last Chapter Council meeting. After review of the question and the notes and materials from the last Chapter meeting it was determined that the insurance item had been and should be deleted.

Stan Swart moved that the insurance amount be dropped and that the budget be approved. Vicki Stanton seconded the motion. The Chapter Council then discussed the budgetary items. The office reorganization charge was determined to be a non-recurring item that was necessary to bring information and grievance files maintained in past-presidents' and grievance representatives' offices into a centralized location. Before the vote to approve the budget, there was some discussion concerning whether or not the consultant's fee was a non-recurring budget item. It was determined that given the information provided to the Council that the consultant fee was a non-recurring item with one member disagreeing with this consensus. The committee further discussed the merits of budgeting funds for a bargaining consultant. Of the four UNF team members of the bargaining team (all present at the Council meeting), three of the four were in favor of maintaining the consultant. The 2004-05 budget was approved with a vote: 6 in favor including one proxy and one opposed.

Second Item:

Approval of 2003-2004 Cash Flow Report for the UNF chapter of the UFF (copy of this item is attached separately to the minutes). Stan Swart moved that we approve the report. Tayeb Giuma seconded the motion. The motion passed with no opposition, and the report was approved.

Third Item:

Overview of contract negotiations. Tayeb Guima expressed concern that UNF Faculty are increasingly concerned about the slow pace of contract negotiations, more precisely, UNF faculty are complaining that salary raises are being delayed. He asked how the UNF-UFF executive committee could address these concerns and what was causing delays. Cheryl Frohlich reported that the Administration Team is reluctant to schedule meetings frequently. Since the first of July we have had four half-days and two full days of bargaining. Of the two full day meetings held in August, the Administrative Team caucused from the start of one meeting at 9:00 a.m. until noon, thus losing half a day of negotiating. They were unable to meet the last two weeks of July [upon checking the calendar the last two weeks of June were the weeks that the Administrative Team was unable to meet], and wouldn't meet often over the break between Summer B and the Fall semester. In September, several meetings were cancelled because of Hurricane Frances. In short, a contract cannot be achieved unless the teams come to the table more often and prepared to negotiate.

Tayeb Giuma then asked about the work environment within the negotiating team. After a lengthy discussion of the work environment within the negotiating team, Tayeb Guima made the point that such tension and lack of harmony among the chapter's negotiation team could only be detrimental to the chapter's future and its ability to conduct business on behalf of UNF faculty members. Stan Swart and Tayeb Giuma asked Bruce Fortado to resign in the best interests of the entire UFF-UNF chapter from the team and as Chief Negotiator. Bruce Fortado did not accept the request to resign. Bruce Fortado responded at length about how he feels his efforts and concerns on behalf of the negotiation team have been misconstrued and misunderstood. Tayeb Giuma moved that the UFF/UNF Chapter President remove the existing Negotiation Team members and appoint a new Team. Vicki Stanton seconded the motion. The motion passed 6 in favor including one proxy and one opposed.

After the motion passed, Cheryl Frohlich, President of the UNF Chapter, asked the Council for directions as to how the Council wished for the team to be restructured seeing that there was a negotiation session scheduled for this coming Friday, September 17th. Both Stan Swart and Tayeb Giuma repeated their request that Bruce put the greater good of the UFF chapter ahead of his feelings and resign. Bruce did not respond directly to this request. In the course of the discussion, three voting members of Executive Council requested that Bruce Fortado be removed from the restructured team. When

Vicki Stanton stated that Bruce Fortado should not be on the restructured negotiation team, Bruce Fortado objected that the Council could not remove him from the team, only the state could remove him. He also stated that he was Chair of the Negotiation Committee. After some general discussion and questions about whether the Chief Negotiator was appointed by the State or the Chapter president, Vicki Stanton made a motion to remove the Chair of the Negotiation Committee, which was seconded by Stan Swart and passed 6 in favor including one proxy and one opposed.

Fourth Item:

Cheryl reported on the attempt to have UFF representatives from the various colleges. Several have been found, but we are still looking for someone from the Colleges of Health and of Education.

Fifth Item:

Stan Swart and Tayeb Giurma reported on grievances, several of which are pending from Spring term, 2004. Vicki Stanton reported on membership.

Sixth Item:

Stan Swart moved that we appoint a committee to review our Chapter Constitution and Bylaws and make any needed changes or clarifications. Vicki Stanton seconded. The motion passed. Tayeb Giurma moved that Vicki Stanton be appointed chair of the committee. Stan seconded the motion. The motion passed. Stan offered to serve on the committee. Vicki Stanton will chair the committee and Stan will serve on it.

The committee agreed to contact bargaining unit members and educate them on the pending Faculty Association resolution.

The meeting adjourned at 9:30 a.m.

Respectfully submitted by Patricia Geesey