



UFF-FGCU

Report to Faculty Senate

February 23, 2024

Topics

- Membership Density
- Recertification Process
- Merit Pay
- Compression & Inversion
- Bargaining
- Questions

UFF-FGCU Membership Density – 61%

As of February 23, 2024:

Current dues-paying UFF-FGCU members: **333**

Total in-unit faculty: **546**

Membership density: **61%**

Reminder:

- Please sign and return showing of interest cards to Patti Kirk, Merwin 173.
- Any in-unit faculty may sign, member or non-member.
- Signing the card means you want a UFF chapter at FGCU and does **not** mean you are joining the union.

Recertification Process Update

- The state UFF office has hired a CPA firm to conduct our membership audit, and they will complete and submit our recertification application paperwork 3-4 days prior to our recertification anniversary date of March 9.
- We will hold the showing of interest cards until we receive the decision from PERC. **Only if recertification is denied,** we will submit one copy of the signed cards to PERC, and PERC will facilitate a vote of all in-unit faculty on whether or not they want to retain the FGCU chapter of UFF. To be successful, we would need 51% of votes returned to be YES votes.

Other UFF Chapters

The FGCU chapter was initially certified under the “group” UFF certification which includes 23 chapters with a renewal date of March 9. Of those 23:

- 10 are at or above 60% membership density
- For the 13 chapters below 60%, the “blended” calculation will not bring them above 60% (blended = anyone who payed dues within the last calendar year and is still employed counts as a member)
- Of the 13 chapters who are below 60%, 5 chapters have received signed showing of interest cards for 40% or more of their units.
- This means 10 of the 23 chapters will likely receive PERC approval, 5 will have to complete a vote, and 8 are at risk of losing their chapters.

Beyond the 23, two chapters (Pensacola and Jacksonville) had an early recertification date, and both have received PERC approval.

Merit Pay Committee

- Committee solicited input:
 - Survey to faculty and administrators February 1-7
 - Submitted plan to FAT for review and feedback on February 2
 - Met with Council of Chairs January 19 and February 16
- Committee reviewed survey results and feedback. Concerns included not wanting merit pay tied to evaluations, how sabbaticals/professional development leave/FMLA would be handled, and how merit pay would be handled for appeals. Based on feedback, FAQs were created and added to the plan.
- Plan was finalized and distributed on February 22.

Merit Pay Committee

Committee will reconvene after Spring Break (members may added/change) to work towards development of a more comprehensive plan, providing faculty and administration with ample opportunity to provide input. This will ensure a solid plan is in place for use in subsequent years pending availability of funding (to be negotiated through collective bargaining)

Compression & Inversion Committee

- Committee continues to meet twice a week.
- Finalized methodology to determine compression and are analyzing the results of this methodology to ensure effectiveness.
- Requested updated salary data.
- Ready to begin applying methodology for calculations.
- Working to have results after Spring Break.

Bargaining

Reached tentative agreement on:

Article 1 - Recognition: Updated **1.1 Bargaining Unit** to reflect PERC Unit Clarification Final Ruling which added all levels of Student Success Counselors to the bargaining unit.

Section 8.5.D of Article 8 Appointment: Added Instructor pathway to professorial position (verbiage on next slide).

Appendix A - Position Classification in the Bargaining Unit: Added all levels of Student Success Counselors and their position classification numbers to list.

Bargaining

Section 8.5.D of Article 8: (tentative agreement)

An Instructor may apply to have their position changed to a professorial position if they have met both the educational degree requirement of the position and the standards and criteria in the respective PECAP. An application procedure, as well as any necessary revisions to the FPED, will be established for this change in appointment by the Faculty Affairs Team and the Faculty Senate, with the final review and approval of the application procedure and revisions to the FPED by the Provost. This procedure must include a provision for approval of the faculty member's change in appointment by the Dean/Director and the Provost.

Bargaining

- Reiterated request to begin salary negotiations. UFF-FGCU has prepared an **Article 23 Salary** proposal for across-the-board salary increases and submitted to BOT for discussion at February 26 bargaining session.
- UFF-FGCU prepared proposal for **Article 9 Assignment of Responsibilities**, separating/reorganizing language into sections for teaching assignments and non-teaching assignments. Submitted to BOT team for discussion at next bargaining session.
- Awaiting BOT response on UFF-FGCU proposals for **Article 10 Employee Performance Evaluation** and **Article 14 Promotion Procedure**.
- Discussed faculty supervisor training. BOT to bring proposal.

Bargaining – Future Dates

- **Upcoming bargaining sessions will be virtual on the following Mondays from 9:00 to 11:00:**
 - February 26
 - March 18
 - March 25
- **All faculty are encouraged to attend and observe!**
<https://www.fgcu.edu/facultystaff/collective-bargaining/united-faculty-of-florida/#MeetingNoticesDatesMinutes>

Questions?

Please reach out to
Carolynne Gischel, UFF-FGCU President
with any questions:

cgischel@fgcu.edu or
cgischel@gmail.com

Stronger together!

