



UFF-FGCU

Report to Faculty Senate

March 15, 2024

Topics

- Membership Density
- Recertification Process Update
- Call for Service
- Compression & Inversion
- Bargaining
- Questions

UFF-FGCU Membership Density – 61%

As of March 13, 2024: Unchanged since February 23, 2024

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

Total in-unit faculty: **546**

Membership density: **61%**

Reminder: We are still accepting showing of interest cards. UFF is sending someone to FGCU on March 25 to retrieve the cards in person.

- 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 certified our membership count and hand delivered recertification paperwork to PERC on March 7.
- We do not expect any issues with our chapter recertification approval from PERC.
- IF for some wild reason we are denied - **which is highly unlikely** - we will submit one copy of the signed cards to PERC, and PERC will then 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.

Call for Service

UFF-FGCU will soon be putting out a call for service for one-year terms during the 2024-2025 Academic Year (serves from August 1, 2024 to July 31, 2025).

Please consider serving on one of the following teams:

- Bargaining Team
- Diversity Team
- Grievance Team
- Steward Team

Compression & Inversion Committee

- Thanks for being patient; C&I team working hard but task taking a little longer to complete than anticipated
- Team has established methodology for how to group employees for comparison and how to calculate C&I
- Team now is finishing the data analysis based on established methodology
- Next up will be deciding how to allocate the \$300,000 negotiated in the CBA to compressed/inverted employees
- Team will make a full report outlining process when done

Bargaining

- UFF made the first Article 23 offer for an 11% across the board salary increase; BOT team hasn't responded and says it won't negotiate salaries until state budget is determined
- UFF team frustrated with the pace of negotiations again, particularly with the BOT team not making progress between sessions and spending time in caucus during sessions instead of negotiating

Bargaining

- UFF team also disappointed that BOT team has returned to trying to negotiate rights away from certain groups, which it had said it would no longer do
- The UFF team meets weekly in planning meetings and will keep working to negotiate on behalf of all members in the bargaining unit
- On the positive side, we have come to tentative agreement on instituting a pathway for instructors to apply to change to professorial line (**proposed CBA verbiage on next slide**)

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 – Future Dates

- **Upcoming bargaining sessions will be virtual on the following Mondays from 9:00 to 11:00:**
 - 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:

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cgischel@gmail.com

Stronger together!

