

FLORIDA GULF
COAST UNIVERSITY

UFF

UNITED FACULTY OF
FLORIDA

STRONGER TOGETHER!

**Report to
Faculty Senate
August 30, 2024**

Topics

- Membership
- Chapter Recertification
- Membership Authorization Form
- 2024-2025 UFF-FGCU Leadership Teams
- Bargaining Updates
- Academic Advisors & Student Success Counselors
- Welcome Back Social
- Questions

Membership

As of August 30, 2024:

- Current dues-paying UFF-FGCU members: **315**
- Total in-unit faculty: **545 (estimated)**
- Membership density: **58%**

Need 12 additional members to reach 60%.

Anyone interested in joining can do so here:

<https://feacms.floridaea.org/portal/fasttrack/163/form>

Contact UFF-FGCU Membership Chair, Jen Fulwider, with questions or for assistance. jfulwider@fgcu.edu

Chapter Recertification

- Awaiting confirmation from PERC that our recertification has been approved.
- PERC is backed up due to passage and implementation of SB 256 in May of 2023.
- PERC is responsible for facilitating vote for any UFF chapters (and FEA PreK-12) who did not reach 60%.

Membership Authorization Form

- Required by SB 256 but PERC delayed implementation of this provision until this year.
- UFF state office is creating an electronic version of the form.
- We will share information when available.

Membership Authorization Form

447.301 (1)(b)

1. Beginning July 1, 2023, a public employee who desires to be a member of an employee organization must sign and date a membership authorization form, as prescribed by the commission, with the bargaining agent.
2. The membership authorization form must identify the name of the bargaining agent, the name of the employee, the class code and class title of the employee, the name of the public employer and employing agency, if applicable, and the amount of the initiation fee and of the monthly dues which the member must pay.

Membership Authorization Form

3. The membership authorization form must contain the following statement in 14-point type:

The State of Florida is a right-to-work state. Membership or non-membership in a labor union is not required as a condition of employment, and union membership and payment of union dues and assessments are voluntary. Each person has the right to join and pay dues to a labor union or to refrain from joining and paying dues to a labor union. No employee may be discriminated against in any manner for joining and financially supporting a labor union or for refusing to join or financially support a labor union.

UFF-FGCU Leadership

President – Carolynne Gischel

Vice-President – Patti Kirk

Secretary – Michelle Leaver

Treasurer – Traci Mays

Membership Chair – Jennifer Fulwider

UFF-FGCU Leadership

Bargaining Chair – Kara Winton

Communications Officer – Chad Nelson

Diversity Officer – Michelle Angeletti

Grievance Chair – Tammy Sadighi

Appointed by UFF-FGCU Executive Committee, May 3, 2024

UFF Senators

Michelle Angeletti

Mark Erickson

Jennifer Fulwider

John Griffis

Patti Kirk

Morgan Paine

Rachel Tait

Judy Wilkerson

Kara Winton

Traci Mays – Alternate

FEA Delegates

Michelle Angeletti

Jennifer Fulwider

John Griffis

Annie Stout

Carolynne Gischel

Bargaining Team

Chaired by Kara Winton

Stefan Carpenter

Carolynne Gischel

Brian Johnson

Michelle Leaver

Melissa Lynn

Traci Mays

Jennifer Sughrue

Building Stewards

Chaired by Jen Fulwider

Rachel Cooke

Suzanne Dugger

Joyce LaOrden

Melissa Lynn

Rachel Tait-Ripperdan

Emily Valier

Sarah Vasquez

Win Everham

Diversity Team

Chaired by Michelle Angeletti

Anjana Bhatt

Amadu Festus

Debra Giambo

Joyce LaOrden

Peter Ndiangui

Starlette Sinclair

Richard Wanjema

Grievance Team

Chaired by Tammy Sadighi

Anjana Bhatt

James Brock

Ingrid Buckley

Brian Johnson

Jason Robinson

Rachel Tait-Ripperdan

Richard Wanjema

Bargaining Update

2024-2027 Collective Bargaining Agreement

- Ratified by BOT August 1 and members of the bargaining unit August 9
- **Key Provisions of the negotiated full-book CBA include:**
 - **Article 8:** Directs the Faculty Affairs Team, Faculty Senate and Provost to develop an application procedure for **Instructors to apply to have their position changed to a professorial position** if they have met both the educational degree requirement of the position and standards and criteria in their respective unit PECAP.
 - **Article 10:** Added verbiage to **make clearer** some elements of the process for **employee performance evaluations**.

Bargaining Update

2024-2027 Collective Bargaining Agreement

- **Key Provisions of the negotiated full-book CBA include:**
 - **Article 14:** Calls on a process to be established in the FPED to allow a member of the bargaining unit to **petition** their respective Peer Review Committee **to apply for promotion after completing three full years** in rank (one year earlier than is currently allowed).
 - **Article 14:** Requires a written explanation for the **reason for a promotion denial**

Bargaining Update

2024-2027 Collective Bargaining Agreement

- **Key Provisions of the negotiated full-book CBA include:**
 - **Article 17:** Adds **paid parental leave** for eligible members of the bargaining unit **after the birth or adoption of a child** (consistent with the same policy recently added for staff and out-of-unit faculty).
 - **Article 19:** Documents the change in practice for documenting potential **Conflicts of Interest** with Outside Activities from a **paper process to electronic submission**.

Bargaining Update

2024-2027 Collective Bargaining Agreement

- **Key Provisions of the negotiated full-book CBA include:**
 - **Article 23:** Employee compensation provisions include:
 - o **4% across-the-board** salary increase
 - o **\$1,700 one-time**, non-recurring payment
 - o **\$400,000 in funds to address compression and/or inversion** in the salaries of members of the bargaining unit
 - o Pool of funds in the amount equal to **1% of bargaining unit base salaries for merit pay** (dependent on funds being certified)

Bargaining Update

2024-2027 Collective Bargaining Agreement

- **Key Provisions of the negotiated full-book CBA include:**

- **Article 23:** Other negotiated provisions include:
 - o Codifying the current practice that members of the bargaining unit who earn individual **Excellence Awards will have the \$1,000 award added to their base pay**
 - o Adds the same \$1,000 award to base pay for each member of the bargaining unit who earns the Team Service Excellence Award
 - o Directs the University to utilize a committee of administrators and faculty representatives to develop a **Terminal Rank Review Process** (final approval by provost) for members of the bargaining unit who are at a terminal rank (Full Professor, Instructor III, Full Librarian, Academic Advisor III, or Senior Student Success Counselor)
 - o **Allows for the possibility of extra service pay** (overload compensation) from contracts and grants with federal regulations

Bargaining Update

2024-2027 Collective Bargaining Agreement

- **Key Provisions of the negotiated full-book CBA include:**
 - **Article 27:** Documents a commitment to advise individuals who supervise in-unit faculty on the CBA, FPED, relevant PECAP and other related policies and procedures

Next negotiation cycle will begin October 2024

Bargaining Update

- **August 23 paycheck included:**
 - Promotion increases, effective August 7, 2024
 - 2023-2024 Excellence Awards increases, effective August 7, 2024
- **September 6 paycheck will include:**
 - 4% ATB salary increase, effective as of August 7, 2024
 - \$1,700 one-time payment
 - 2023-2024 merit pay (value per share \$419.22)
- **2023-2024 Compression & Inversion** was paid on May 31, 2024 (to those determined eligible based on C&I committee analysis), and was effective as of August 7, 2023

University Advising Services

Academic Advisors and Student Success Counselors

- UFF-FGCU is holding a meeting to address issues specific to in-unit employees in UAS
- **Thursday, September 5, at 4:30 pm via Zoom**
- An Outlook invitation with zoom link has been sent
- Please contact Patti Kirk if you are an AA or SSC and didn't receive the invitation

Welcome Back Social!

UFF-FGCU Invites You to Attend

Our Annual

Welcome Back Social

BJ's Brewhouse

Gulf Coast Town Center

Friday, September 13, 4:30-6:30 pm

Appetizers & Beverages Provided!

Questions & Follow-up

Please reach out to the appropriate UFF-FGCU Officer based on area of question/concern/input:

Bargaining: Kara Winton

kwinton@fgcu.edu

Diversity: Michelle Angeletti

mangelet@fgcu.edu

Grievance: Tammy Sadighi

tsadighi@fgcu.edu

Membership: Jen Fulwider

jfulwider@fgcu.edu

For more general question/concern/input:

Carolynne Gischel, President

cgischel@fgcu.edu

Patti Kirk, Vice President

pkirk@fgcu.edu

FLORIDA GULF
COAST UNIVERSITY

UFF

UNITED FACULTY OF
FLORIDA

STRONGER TOGETHER!