

FLORIDA GULF
COAST UNIVERSITY

UFF

UNITED FACULTY OF
FLORIDA

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**Report to
Faculty Senate
November 8, 2024**

Topics

- Membership Density
- Membership Authorization Form
- Chapter Recertification Cycle
- Bargaining Update
- Terminal Rank Review
- Merit Pay 2024-2025
- Chapter Meeting
- Questions

Membership

As of November 8, 2024 (no change):

- Current dues-paying UFF-FGCU members: **318**
- Total in-unit faculty: **552**
- Membership density: **57.6%**
- Additional members needed to reach 60%: **14**

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

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.
- Required to be signed by current dues-paying members.
- Must reach 60% of all in-unit signed.
- We will share the link to the form when available.

Chapter Recertification Cycle

- PERC approved our chapter's recertification in August 2024 (submitted March 2024)
- Good for one year from recertification approval date
- Chapter's recertification date is August 8, 2024 (?)
- Must submit 30 days prior
- Must reach 60% no later than July 8, 2024 (?)

Bargaining Update

- UFF-FGCU Bargaining Team met for planning October 24 and 31
- First bargaining session with BOT will be November 14, 3:00 to 4:30 pm, Marieb 402
- All bargaining meetings are open to the public
- This first session will deal with logistics

Bargaining Team - UFF

Chaired by Kara Winton

Stefan Carpenter

Carolynne Gischel

Brian Johnson

Michelle Leaver

Melissa Lynn

Traci Mays

Jennifer Sughrue

Bargaining Team - BOT

Chief Negotiator – Shawn Felton

Tanya Benford

Megan Clipse

Daniel Cruz

Christina Jordan

Sara Stensrud

Eric Tack

Terminal Rank Review Process

2024-2027 CBA Article 23.3.G. Terminal Rank Review Process: The University will coordinate the development of a review process for all 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). A committee comprised of three (3) bargaining unit members appointed by the UFF-FGCU President and three (3) administrators appointed by the FGCU President will establish the criteria and develop the process for terminal rank review that will be submitted to the Provost for final approval. After development of this review process, the University and UFF-FGCU will enter into collective bargaining to negotiate funding and implementation of this process.

Terminal Rank Review Committee

Vivek Bhargava

Suzanne Dugger

Edwin Everham

Laura Frost

Elizabeth Murray

Matthew Palmtag

- Committee was formed this week.
- Expected the committee will solicit input and feedback.
- Process/procedure requires final approval by provost.
- May require bargaining of certain elements (e.g., salary increases if recommended by committee).

Merit Pay 2024-2025

2024-2027 CBA Article 23.3.C. A pool of funds, non-recurring, in the amount equal to 1% of the bargaining unit base salary, as of August 7, 2024, will be established to be distributed as merit pay to eligible members of the bargaining unit. The evaluation period will be AY 2024-2025. The University will determine the eligibility and award criteria for this merit pay and communicate that with all members of the bargaining unit by November 1, 2024*. The President will certify the pool of funds before distribution. If the pool of funds is not certified, the President will notify all members of the bargaining unit by July 31, 2025. If the funds are certified, the university will disperse the funds to eligible members of the bargaining unit no later than August 7, 2025.

*Merit Pay Plan for 2024-2025 is expected to be disseminated Week of November 11. Delay due to hurricane disruptions.

Chapter Meeting

- The Fall 2024 UFF-FGCU Chapter Meeting will be held virtually by Zoom on Tuesday, November 19, from 4:00 to 6:00 pm.
- An Outlook invitation will go out shortly with Zoom link.
- Please drop in for whatever time your schedule allows.

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

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