

FLORIDA GULF
COAST UNIVERSITY

UFF

UNITED FACULTY OF
FLORIDA

STRONGER TOGETHER!

UFF-FGCU Report to Faculty Senate November 22, 2024

Topics

- Membership Density
- Chapter Recertification Cycle
- Membership Authorization Form
- Terminal Rank Review
- Updates – Current CBA
- Bargaining Update
- Questions

Membership

As of November 22, 2024:

- Current dues-paying UFF-FGCU members: **319**
- Total in-unit faculty: **552**
- Membership density: **57.8%**
- Additional members needed to reach 60%: **13**

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

	Bargaining Unit	Potential in bargaining unit	Members in CMS (Total)	Density (Total CMS to Potential)	Members Needed for 65% Bargaining Unit (Rounded Up)	PERC Renewal Date 2024-2025 (confirmed)	Snapshot Date for PERC Renewal Date 2024-2025 (confirmed)	FINAL DATE FOR NEW MEMBERS TO BE COUNTED IN THIS YEAR'S REGISTRATION #'S
1	Broward College	365	225	61.64%	238	8/16/2025	7/17/2025	7/14/2025
3	Chipola College	44	8	18.18%	29			
4	College of the Florida Keys	33	18	54.55%	22	8/16/2025	7/17/2025	7/4/2025
5	Eastern Florida State College (Brevard)	248	149	60.08%	162	8/16/2025	7/17/2025	7/3/2025
6	FAMU (higher ed BU)	520	282	54.23%	338	8/16/2025	7/17/2025	7/10/2025
7	FAMU Developmental Research School (K-12 BU)	41	22	53.66%	27	8/16/2025	7/17/2025	7/10/2025
8	FAMU-GAU	195	15	7.69%	127	4/24/2025	3/25/2025	3/20/2025
9	FAU	923	441	47.78%	600	8/16/2025	7/17/2025	7/10/2025
10	FIU	1,354	861	63.59%	881	8/16/2025	7/17/2025	7/10/2025
11	FL Gulf Coast (FGCU)	552	320	57.97%	359	8/16/2025	7/17/2025	7/10/2025
12	Florida Polytechnic University	76	27	35.53%	50	8/16/2025	7/17/2025	7/14/2025
13	Florida Southwestern State College	203	143	70.44%	132	10/29/2025		Date not yet avail.
14	Florida State College at Jacksonville	325	245	75.38%	212	2/8/2025	1/9/2025	1/7/2025
15	FSU (higher ed BU)	1,997	1,146	57.39%	1,299	8/16/2025	7/17/2025	7/10/2025
16	FSU Developmental Research School (K-12 BU)	127	79	62.20%	83	8/16/2025	7/17/2025	7/10/2025
17	FSU-GAU	3,209	522	16.27%	2,086	5/17/2025	4/17/2025	4/3/2025
18	Hillsborough CC (FUSA)	344	264	76.74%	224	5/1/2025	4/1/2025	3/27/2025
19	Lake Sumter State College	70	45	64.29%	46	8/16/2025	7/17/2025	6/30/2025
20	New College of Florida (NCF)	125	69	55.20%	82	8/16/2025	7/17/2025	7/10/2025
21	Palm Beach State College	302	204	67.55%	197	2/22/2025	1/23/2025	1/14/2025
22	Pasco-Hernando State College	139	61	43.88%	91	8/16/2025	7/17/2025	07/10/2025
23	Pensacola State College	152	93	61.18%	99	2/8/2025	1/9/2025	12/26/2025
24	Seminole State College	208	123	59.13%	136	7/19/2025	6/19/2025	5/29/2025
25	St. Johns River State College	139	41	29.50%	91	8/16/2025	7/17/2025	7/1/2025
26	St. Leo University	127	10	7.87%	83	N/A	N/A	N/A

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 all data 30 days prior
- Must reach 60% no later than July 4, 2024
- Anyone leaving FGCU at end of 24/25 AY please notify Jen Fulwider

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 be signed by 100% of ALL dues-paying members (at least 60% of unit) for recertification.
- We will share the link to the form when available.

Terminal Rank Review

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

- First meeting being scheduled.
- 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).

Instructor to Professorial Line

2024-2027 CBA Article 8.5.D. 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.

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 2024-2025

- Merit Pay Plan for 2024-2025 was sent out from Provost's Office on November 8.
- Same as 2023-2024 plan regarding how merit pay is earned and calculated.
- Biggest difference is in the certification of funds.
- Plan states payment is anticipated in August 2025.

Compression & Inversion

2024-2027 CBA Article 23.3.B. A pool of funds for AY 2024-2025 in the amount of \$400,000.00 shall be distributed as base salary increases to address the compression and/or inversion of in-unit employee salaries. The University will identify individual bargaining unit members who are compressed and/or inverted and determine a methodology to disperse the funds to address compression and inversion in a fair and equitable manner. The University will complete the analysis and share a report with all members of the bargaining unit explaining the allocation methodology no later than January 31, 2025. The funds will be dispersed no later than January 31, 2025, with the base salaries of in-unit employees adjusted as of August 7, 2024.

Bargaining Update

- First session Nov. 15:
 - Went very well
 - Mostly organizational
 - Established commitment to be more collaborative this year
 - Discussed possibility of using Interest Based Bargaining, or maybe just training or using certain aspects of it
 - Started brainstorming creative solutions to bargain salaries and prevent summer log jam
 - Haven't started bargaining quite yet, but will soon

Bargaining Update

- Logistics:
 - Will meet in person this year, Marieb 402
 - Faculty always encouraged/invited to attend
 - Working on plan to broadcast live online; will alert you when set up
- One more session for 2024:
 - 3-4:30 p.m. Dec. 12, Marieb 402
- Spring meeting schedule:
 - Will meet biweekly 10-noon on Mondays
 - First spring session: Jan. 13

Bargaining Update

- Reopeners:
 - Some articles open automatically: like Articles 23/24 (salaries/benefits)
 - Each side can open others
 - Haven't determined yet what bargaining priorities will be (beyond salaries!)
 - Let us know if there's an issue you'd like us to address
- Questions?

Diversity Team

Chaired by Michelle Angeletti

Amadu Festus

Debra Giambo

Jihan Mahmoud

Joyce LaOrden

Peter Ndiangui

Starlette Sinclair

Richard Wanjema

Diversity

The committee meets every other week to develop the foundation for the committee's structure.

Ongoing discussions included:

- Developing Goals and Activities for the Committee
- Name of committee other than "Diversity Committee" that will reflect our goals
- Draft UFF By-laws formally incorporating newly developed committee
- We met with Elizabeth Key-Reimer, Chair of the LEID Committee at UFF State

Grievance Team

Chaired by Tammy Sadighi

Anjana Bhatt

James Brock

Ingrid Buckley

Brian Johnson

Jason Robinson

Rachel Tait-Ripperdan

Richard Wanjema

Grievance

- One concern regarding compensation for work faculty consider to be outside of teaching assignment; additional information needed
- Two issues that appear to fall outside of UFF-FGCU CBA

Membership Advocacy Team

Chaired by Jen Fulwider

Rachel Cooke

Suzanne Dugger

Patti Kirk

Joyce LaOrden

Melissa Lynn

Jason Robinson

Rachel Tait-Ripperdan

Emily Valier

Sarah Vasquez

Win Everham

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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