

UFF-FGCU Report to Faculty Senate

January 23, 2026

Topics

- Membership Density
- Grievance Update
- Duty of Fair Representation
- Efforts to Enhance Collaboration
- Bargaining Update
- Terminal Rank Review – Reminder of Tentative Plan for Phased Implementation
- Questions

Membership

As of January 23, 2026:

- Current dues-paying UFF-FGCU members: **342**
- Total in-unit faculty: **597**
- Membership density: **57.1%**
- Additional members needed to reach 60%: **17**

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

Grievance Update

- **Termination – FMLA Related**
  - Completed Step 2 Grievance. Meeting took place November 12. No resolution. Filed notice of arbitration. Received response from FGCU on January 14 stating refusal to arbitrate due to Florida Statute (1001.741 (2)).

- **Termination – DEI Conference Presentation w/out Leave**
  - Filed Request for Informal Resolution (first step in grievance process). Met with university designee (Dean Felton) on January 7. Remedy sought is reinstatement with back pay and anything else to be made whole (e.g., salary increases, one-time payments, etc.). UFF confirmed no other remedy on January 21. Awaiting response from FGCU designee.

Grievance Update

- **Administrative Leave – Social Media Post**
  - Investigation is complete. University administration expected to meet in January to decide next steps.

- **Request from Faculty to Attend OIEC Meeting**

Duty of Fair Representation

- The **duty of fair representation** is incumbent upon labor unions that are the exclusive bargaining representative of workers in a particular group. It is the obligation to represent all employees fairly, in good faith, and without discrimination.

Duty of Fair Representation – In Practice

UFF-FGCU will respond to requests for representation by ANY in-unit faculty and discuss individual situations:

- Listen to faculty member and attempt to understand the faculty member's concerns.
  - ***Was there a violation of the collective bargaining agreement? FGCU policy? State or federal law?***
  - ***Does the case have merit?***
- Discuss all pathways to resolve issues, including informal and non-union pathways such as OIEC, Ombuds, HR, etc.
- Proceed with grievance process, if most appropriate.

Goals to Enhance Collaboration

Proactive & Preventative Practices - Ensure all parties have foundational knowledge and common understanding/interpretation of CBA provisions.

Serving as a Resource - Build and support a culture of open communication between administration and UFF-FGCU for consultation and informal problem-solving.

Suggested Practices to Enhance Collaboration

- **Proactive & Preventative Practices**
  - Include UFF-FGCU in planning and delivery of faculty supervisor training (i.e., department chairs, directors, assistant/associate deans), specifically to focus on major CBA articles (e.g., 9, 10, 14, 16, & 20). This could be a collaboration between provost's designee and union leadership.
  - Invite UFF-FGCU to present at two Council of Chairs meetings each academic year (one in fall, one in spring) to share recent changes to CBA and address questions of interpretation and application. Can co-present with provost's designee.
  - Encourage deans to include UFF-FGCU leadership representatives on their college/unit faculty meeting agendas. They could reach out to UFF-FGCU president to identify leadership representatives in their college/unit, or to designate someone to attend if there is no union leadership in that college/unit.

Suggested Practices to Enhance Collaboration

- **Serving as a Resource**
  - Permit faculty to have their union representative present in meetings with supervisor, even when meeting is not disciplinary. Weingarten Rules ***require*** the university to allow union representative at meetings that may result in disciplinary action but ***does not prohibit*** union representative attendance at non-disciplinary meetings (e.g., evaluation-related, student concerns, etc.).
  - Encourage supervisors to contact UFF-FGCU president directly when they first become aware of a faculty-related concern to discuss application of CBA and answer questions.

Bargaining Update

- **January 12 Bargaining Session**:
  - Continued discussions on proposed CBA language for Terminal Rank Review
  - Shared proposed common goals for remainder of bargaining cycle (next slides)
- Next bargaining session will be **Monday, February 2, 4:30-6:00**, in Edwards Hall 309.
- Everyone is encouraged to attend in person or via virtual link.

Bargaining Update – Shared Goals

At January 12 session, each team shared goals for this year's bargaining cycle.

UFF-FGCU Team:

- Improve Faculty Morale
- Retain Faculty
- Protect Academic Freedom

BOT Team:

- Engender Student Success
- Strengthening Organizational Culture and Commitment to Employees
- Co-create Transparent and Integrous Terms and Conditions
- Support the University sustainability as a good fiduciary and engender positive stewardship of university funds

After discussion, teams agreed the BOT team's goals were more comprehensive and supported the UFF-FGCU team goals, so the teams adopted goals proposed by BOT team as shared goals.

Terminal Rank Review

Tentative agreement on phased implementation:

- Spring 2026 – Faculty in terminal rank at FGCU for 15 or more years ***(confirmed agreement via MOA)***
- AY 2026-2027 – Faculty in terminal rank at FGCU for 10 or more years
- AY 2027-2028 – Faculty in terminal rank at FGCU for 6 or more years
- AY 2028-2029 – Faculty in terminal rank at FGCU for 5 or more years

MAT* Update

BYOC W/UFF-FGCU
February 5, 2026
10:30-11:30

Stop by the Bradshaw Library for a coffee break with your UFF-FGCU colleagues. Don't worry if you forget your cup—we'll have coffee and supplies ready!



Conversation, comradery, and support!

ALL faculty are invited!

Stronger Together!

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

LEADS: 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
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