

UFF-FGCU Report to Faculty Senate

August 29, 2025

Topics

- Membership Density
- Chapter Recertification
- Bargaining Update
- Terminal Rank Review
- Collective Bargaining Agreement
- In-Unit Classifications
- Union Service Opportunities
- Fall Social Celebration
- Questions

Membership

As of August 29, 2025:

- Current dues-paying UFF-FGCU members: **338**
- Total in-unit faculty: **560**
- Membership density: **60.3%**
- Additional members needed to reach 60%: **0**

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

- PERC approved our chapter recertification on August 19, 2025.
- Chapter certification is good for one year from recertification date.
- Membership density ”snapshot day” for the next cycle will be July 20, 2026. (renewal date is August 19, 2026).
- Only dues-paying members who have signed the Member Authorization Form (MAF) count towards our membership density.
- Signed MAFs are valid indefinitely. Anyone who leaves the unit and then returns must sign a new form.

Bargaining Update

- Reopeners from 2024-2025 negotiations were voted on and ratified by faculty on August 12 and by the Board of Trustees on August 14
- 2025-2026 negotiations will begin in October/November
- Keep up to date by reviewing regular bargaining updates emailed to all in-unit faculty by Kara Winton, UFF-FGCU Bargaining Chair.

Bargaining Update

Key Agreements:

- ATB 2% base salary increase and one-time payment of $2300 ($1300 in August and $1000 in November)
- Compliance with CBA for in-unit Student Success Counselor classification and retitling to Academic Advisor

Terminal Rank Review

Article 23 - Salaries

F. Terminal Rank Review Process: A Terminal Rank Review Committee, assembled in the 2024-2025 Academic Year per the process established in the 2024-2027 Collective Bargaining Agreement, made its recommendations in “Report from the Terminal Rank Review Process,” dated March 14, 2025 and posted on the University website here: https://www.fgcu.edu/facultystaff/collective-bargaining/united-faculty-of-florida/#MOAs. During the 2024-2025 collective bargaining process, parties attempted to negotiate funding and implementation of Terminal Rank Review but were unable to reach agreement.

Terminal Rank Review

Article 23 - Salaries

F. Terminal Rank Review Process (cont.): The University will work to develop a Memorandum of Understanding (MOU) regarding funding and implementation of Terminal Rank Review and will present the MOU to UFFFGCU by November 1, 2025. The MOU will specify:

a) Proposed process and procedures for Terminal Review Rank;
b) Proposed timeline for application and each stage in the review process; and
c) Proposed compensation for the process.

Terminal Rank Review

Article 23 - Salaries

F. Terminal Rank Review Process (cont.):

The University agrees that UFF-FGCU is under no obligation to agree with the MOU as proposed. If parties are unable to reach an agreement on the terms, funding, and implementation of the Terminal Rank Review process through an MOU, both parties agree negotiations will resume in the 2025-2026 collective bargaining year.

Historical Ratification Vote Data

Negotiating Year	Count Date	Total In-Unit	Ballots Received	Response Rate	Invalid Ballots	Valid Ballots	Yes Votes	No Votes
2024/2025	08-12-25	557	234	42%	5	229	199 87%	30 13%
2023/2024	08-09-24	531	227	43%	2	225	216 96%	9 4%
2022/2023	09-11-23	551	308	56%	9	299	282 94%	17 6%
2021/2022	08-29-22	496	287	58%	6	281	258 92%	23 8%
2018/2019	12-13-19		273		43	230	225 98%	5 2%
2017/2018	09-07-18	469	270	58%	55 (11 AA)	215	205 95%	10 5%

Collective Bargaining Agreement

- The Collective Bargaining Agreement (CBA) is located here: https://www.fgcu.edu/facultystaff/collective-bargaining/united-faculty-of-florida/
- Full Book
- Reopeners

In-Unit Classifications

- In-unit employment classifications are listed in Appendix A of the CBA

APPENDIX A

Position Classifications in the Bargaining Unit

INCLUDED: All employees in the following position classifications holding regular, visiting, provisional, research, affiliate, or joint appointment:

9001 Professor
9002 Associate Professor
9003 Assistant Professor
9014 Instructor I
9024 Instructor II
9034 Instructor III
9005 Lecturer
9009 Eminent Scholar
9053 University Librarian
9054 Associate University Librarian
9055 Assistant University Librarian
9115 Coordinator
9120 Associate In
9121 Assistant In
9126 Program Director
9166 Research Associate
9173 Academic Advisor I
9174 Academic Advisor II
9175 Academic Advisor III
9176 Student Success Counselor
9178 Student Success Counseling Specialist
9180 Senior Student Success Counselor
B1 xx Academic Advisor (xx denotes rank) Administrative Assignment
G1xx Program Director (xx denotes rank) Administrative Assignment
N1xx Coordinator (xx denotes rank) Administrative Assignment
9043 Clinical Assistant Professor
9042 Clinical Associate Professor
9041Clinical Professor

Union Service Opportunities

We will be seeking UFF-FGCU members to serve in several capacities (Member Advocacy Team, Grievance Team, etc.) for the 2025-2026 academic year.

Please keep an eye out for additional details.

UFF-FGCU Annual Fall Celebration

Cocktails and Appetizers Provided!

Details to come!

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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