

UFF-Brevard Executive Council

Agenda w/ notes

8-10-16

9:30 AM

Cocoa campus UFF office

In attendance: Heather Elko, Joanne Connell, Marianne D'Altilio, Harold Zacks, Niko Koukos, Laura Earle, Debra Marshall, Judi Schatte, Lynn Spencer (late)

1. Welcome Back
2. Secretary's Report – Lynn Spencer - unable to attend. Minutes from previous meeting to be resent via e-mail.
3. Treasurer's Report – Niko Koukos information not available at this time.
4. Old Business
 - a. PERC – forms were signed and submitted
 - b. Elections were conducted and the results certified.
 - c. Negotiations -There were three meetings. Transcripts from two are posted to the college web. Attendance was poor .Meetings were not well-publicized. Communications will be improved. Team included-Harold Zacks, Heather Elko, Debra Marshall, Niko Koukos, and Keith Whitehead.
 - d. Contract changes include 25% tuition reduction for dependents, and language intended to allow discussions about changing the college department structure. The latter is intended to allow for the establishment of a joint task force. There were discussions of faculty concerns over scheduling issues involving eLearning, developmental education and general education core classes. There will be winners and losers in any restructuring.
 - e. Contract language will be sent to faculty this afternoon. Niko will forward to Laura to the FT faculty.
 - f. Tenure alignment issues were not discussed at table this summer.
 - g. Niko will put a slide presentation together for the faculty meeting tomorrow.
5. New Business
 - a. Welcome Back schedule
 - i. UFF Meeting in the King Center scheduled 11am-noon
 1. Introduce officers
 2. Introduce Negotiating team
 - a. Mention raise second year in a row
 - b. Mention student loan repayment
 3. Ballot boxes and ballots for ratification?
 4. Membership forms
 - ii. Niko and Harold will be on campus early to set up ballot boxed and table for voting, and lists of bargaining unit members.
 - b. Fingerprinting—The College has already begun fingerprinting new hires prior to orientation. No other college in the FCS fingerprints all of the FT faculty. Current FT faculty will not be fingerprinted. If the College pushes the issue, we will have to push back. Discussion of the requirements for background checks per state statute. Some discussion of the process involved.
 - c. Selection of UFF Representatives per Article 5.2 of the CBA.
 - i. Dr. Miedema has asked Laura Earle for a list of such representatives.

- ii. For Melbourne campus these include Harold Zacks, Debra Marshall(fall only) and Lynn Spencer. Heather Elko will represent Palm Bay. Joanne Connell will represent Titusville. Marianne D’Altilio will represent Cocoa campus with support from Laura Earle and Robert Lamb.
- iii. Reps should be familiar with the contract, available for members seeking representation under Weingarten rules, and serve as a point of contact for campus membership and faculty.
- iv. Laura Earle included the language from 5.2 in notes distributed at the meeting.

6. Committee reports

- a. Membership and Communications – Niko Koukos reported that he met with 8 new hires and got 6 new members. The other two are considering joining.
- b. Socials and Events – Niko Koukos recommended three socials. Discussion followed.
 - i. FALL SOCIAL - Helen Blazes brewery in Downtown Melbourne, tentatively scheduled for Tuesday, September 27 at 6pm. Harold Zacks will reach out to the owners to set this up. The location was chosen to accommodate Melbourne-Palm Bay area.
 - ii. SPRING SOCIAL aimed at Cocoa-Titusville faculty members will be scheduled at Playalinda Brewery on U.S. 1, just south of 50. Laura and Niko will set that up.
 - iii. WINTER SOCIAL AND RETIREMENT RECOGNITION at the Holiday Inn. The tentative date set was Thursday, December 1, which is the last week of classes and one week after Thanksgiving. Niko will make the arrangements and announce ASAP.
 - iv. Additional Social Events to include sports events. Niko suggested a women’s soccer game and men’s basketball. He will research.
 - v. Juried Student Art Show on the Melbourne campus in the spring. The show runs March 27-April 23. Lynn will forward the date for the opening reception when that becomes available.
- c. Membership and Facebook – Niko Koukos encouraged members to forward worthwhile links to him to be posted to Facebook. As noted above, there are 6 new members, and outreach to new hires continues.
- d. Website-Debra Marshall reported the web site is up to date.
- e. Legislative Committee- Is not currently active. Lynn reported on the AFL-CIO COPE (Committee on Political Education) Convention held in Orlando June 10-12. UFF was represented by Jennifer Proffitt, Tom Auxter, Lynn Spencer, and Elizabeth Davenport.
- f. AAC update –
 - i. Curriculum forms snafu. Laura discussed the new forms and system. Spring curriculum will be submitted on the new system.
 - 1. CATS
 - 2. DOGS
 - ii. CMATS- Laura is a member of this task force looking into textbook affordability. (I don’t know what the acronym is---sorry). Laura provided minutes from the initial meeting, held June 21, 2016. There were twenty-three attendees, including administrative and faculty representatives, one of whom was “Mary Cherry.” However, Mark Cherry is not undergoing any gender change. The committee is chaired by Dr. Cobb, with Dr. Ramona Smith and Dr. Chris Petrie serving as co-chairs, and Dr. Laura Earle representing UFF.

- g. TPDC update – Marianne D’Altilio reported that TPDC meets Friday, August 19 and will have a new chair this year. The status of the TPDC handbook is unknown at this point. Debra Marshall agreed to format the document if we can get a hold of it. Lynn will work with Debra to make sure the Tenure language aligns with contract. Laura Earle will request the document from the chair of the TPDC and forward to Lynn and Debra.
 - h. Grievances – Judi Schatte—
 - i. all grievances over the summer were resolved satisfactorily. Concerns on the horizon include issues with tuition reimbursement, student loan reimbursements, work-force faculty.
 - ii. Some discussion of faculty job descriptions and calls for FT faculty to sign rewritten job descriptions. The library faculty declined to do so, pending clarification from UFF. No one has signed any “new” job descriptions.
 - i. CLC – Lynn will connect with the Central Florida Labor Council, first Thursdays of each month at 6:30 in Cocoa. If anyone else on the EC is interested, just let Lynn know.
7. Laura will send invites for future meeting dates.
8. Meeting Adjourned-12 noon (?)

Minutes provisionally submitted by Lynn Spencer 8/16/2016