FLORIDA SOUTHWESTERN STATE COLLEGE FACULTY FEDERATION (FSWSCFF) MEETING MINUTES FOR MONDAY, JANUARY 5, 2015, ROOM A -177, THOMAS EDISON (LEE) CAMPUS, FORT MYERS, FL at 1:40 PM

BARGAINING UPDATE

A letter was sent to FSW President Albritton for bargaining. Union Vice – President Marty Ambrose’s sole focus for the Spring 2015 Semester will be bargaining and getting faculty raises, which include step increases. Michael Motes will be brought in for the second bargaining meeting. VP Ambrose stated that the union bargaining team will only have faculty who are on continuing contract. September 15 United Faculty of Florida (UFF) does two-day training. VP Ambrose reiterated that this is the year of the money.

FACULTY/UNION ISSUES

Union President Ellie Bunting discussed faculty grievances and stated that one grievance had been resolved. She informed the faculty present that UFF will NOT represent anyone unless that individual was a union member at the time of the grievance. President Bunting emphasized the importance of Weingarten rights.

Union Treasurer Frank Dowd stated that the union lost members through retirement, but more than made up for the loss with new members. Gaining new members and keeping current members are union priorities.

SURVEYS

President Bunting said that Florida Gulf Coast University (FGCU) has an evaluation of college administrators through a survey of faculty to evaluate administration. She also discussed a climate survey which measures overall institutional atmosphere. A faculty member asked where would these surveys go, and President Bunting said on the union website. A professor said the results should be sent to the college board of trustees. Another faculty member opined that the surveys should be non-electronic meaning on paper. A professor questioned the purpose of the climate survey.

VP Marty Ambrose explained that the two concerns of the faculty were the following: 1. No raise; and 2. Faculty not being evaluated in a professional manner. VP Ambrose said that the more information available makes for a stronger case. A professor responded that this depends on the questions asked in the climate survey. The issue of benefits for same sex couples was mentioned at this time, which can lead to negotiating chips. A professor stated that trust, transparency, and accountability are important in an organization. It was concluded that climate survey provides a picture of what is going on in an organization. A professor brought up the issue of campus security, and concerns were voiced about how faculty are alerted by administration when a threat to safety presents itself on campus. Another faculty member pointed out that a climate survey would be helpful for college administration.

A professor mentioned that faculty are reluctant to respond to electronic surveys and that paper surveys were best. One professor stated that the work load of faculty is too great to answer two surveys in one semester. VP Ambrose said that a meaningful response of around 50% is needed for any survey. An official motion for a climate survey by spring break was made. This motion passed. A faculty member then said that the climate survey needs a qualified person to design the instrument.

COMPENSATION

VP Ambrose encouraged faculty to look at their paychecks; she is going to ask administration to simplify pay stubs. Then she mentioned the issue of the deduction out of the one lump sum in May and going from the college giving all of the checks owed faculty in May to one lump sum. A professor asked if it would be possible to have an audit once a semester to avoid questions. VP Ambrose commented that music faculty are paid oddly. A professor said that the faculty contract says professors are to be paid in six checks over the summer or in May, NOT in one lump check. Treasurer Frank Dowd said the payroll tab tells professors what they have earned. VP Ambrose talked about receiving the W2 electronically on January 12 rather than a paper W2 at the end of January 2015. A professor complained about the email informing faculty that overload will not be paid until the second paycheck of the Spring Semester. According to a faculty member, Dr. Wright said this is the new policy. Another professor discussed what happens when changing accounts for direct deposit.

FACULTY UNION PARTY

President Bunting spoke of the need for people on a committee for a faculty union party. There is money for such an event, and there was no faculty union party during the Fall 2014 Semester.

The meeting was adjourned.

Respectfully submitted,

Mary Conwell, J.D. Secretary of Florida SouthWestern State College Faculty Federation (FSWSCFF), Local No. 3513 January 29, 2015