

UNITED FACULTY OF FLORIDA SAINT LEO UNIVERSITY

Volume 3 Issue 3, February 1, 2018 Newsletter

<http://www.ufslu.org>

Welcome Dr. Senese

We want to welcome Dr. Senese to Saint Leo University! We are hearing good things about our new Provost. Dr. Senese has been making the rounds, getting acquainted with various stakeholders. His leadership and communication have already been noted, and from what has been said, it is clear he is making a good first impression. We look forward to getting acquainted!

UFSLU Elections 2018

United Faculty of Saint Leo University will hold annual elections between 10:00 a.m. and 4:00 p.m. on March 22 and 23, 2018, in Cannon Memorial Library's Technical Services office suite. Members may also vote by U.S. mail. Ballots will be mailed by March 7. Ballots cast by mail must be postmarked by March 23.

Call for Nominations – Union Board Elections

Nominations, including self-nominations, are invited for the following positions: President; Vice-President; Secretary; Treasurer; Senator; and three Members at Large. Nominees must be active UFSLU members and in good standing. Please email nominations to John David Harding at john.harding@saintleo.edu with the subject line "UFSLU Nomination" no later than 5:00 p.m. on February 16. Nominees who are not self-nominated will be notified and must accept the nomination via email by 5:00 p.m. on February 23.

UFSLU Negotiations Update

Patricia Tobin Senger, SESS, Union Secretary

As a member of the Union Negotiation Team, along with Doris Van Kampen-Breit, Library, Lynn Wilson SOB, Fr. Michael Cooper, SAS, June Hammond SAS, and Michael Moats, UFF, I would like to give you an overview of the bargaining process from my own perspective and answer some of the questions I am often asked. So here goes....

1. Have you really been meeting for almost two years?

My answer: We have been meeting since 2016, approximately every 2-3 weeks, including summers. Those of us who represent you have traveled to campus both during and outside of the academic calendar, oftentimes driving 2 hours each way to ensure that we have representation at the bargaining

When in doubt talk to your Grievance Officer

table from every school. We operate on the belief that if we can all be there, then we are in a better position to represent *you and your* perspectives.

2. Why is this taking so long?

My answer: The *primary* reason this is taking so long is because *frankly* the prior contract lacked clarity. As one example, when we take a look at the Tenure and Promotion process we know that it is often difficult to get one straight answer or the same answer regarding what is or is not required for Tenure. Is it two out of three or three out of three? We ALL know that this is answered differently, depending on who you ask. I would say this is not really anyone's fault, but rather that the university has grown exponentially with both growth in the number of faculty and frankly, massive changes in leadership. As a result, this requires your bargaining team to work diligently on the contract revisions, to ensure that to the best of our ability, going forward, everything is articulated clearly, leaving little to no room for individual interpretation.

3. Is the administration difficult to work with?

My answer: The relationship between your faculty representatives and the administration representatives can be described as amicable and collegial. Father Michael Cooper reminds us each bargaining session that *we are all here for our students*. Each bargaining session, Father Michael opens with a biblical reading and prayer. From my own perspective, this has created a baseline for respectful dialogue. The administration representatives are Kelly Hill, SLU Attorney, Mary Spoto Dean SAS, and through December 2017, Eric Weekes, SLU Chief Financial Officer.

Both sides at the bargaining table believe that the contract needs to be more clearly clarified. Michael Moats UFF, our bargaining Representative, uses a style of bargaining that is consensual in approach, rather than combative in approach, which has allowed for respectful dialogue. I cannot say that both sides agree on every contract point and counterpoint. When this happens, and perspectives, trust me, can be divergent, either side of the table asks to take a break to discuss the item further, as a team. This can take ½ hour or an hour, sometimes longer. We all then come back to the table to either address the divergent perspective or ask that the item be tabled until the next meeting, or sometimes for several meetings.

4. What about raises?! While Dr. Lennox did announce that there would be no raises this year across the board, we are still in dialogue with the administration about this and in addition, last year's lack of a pay increase. This issue is not yet resolved. We have had and we will continue to have additional negotiation discussions about this, as well as about any changes in benefits. We do not plan to stop talking about these important issues.

As you can see, this is a long, long process that really requires open and direct communication skills, assertiveness, diplomacy, and patience. If you would like to join us at any time, the next two CBA meetings will be held on the February 13 & 22 and MARCH 1 in the School of Business Room 101. *You do not have to be a union member to attend.*

Negotiations Team: Michael Moats, UFF; Lynn Wilson SOB; June Hammond, SAS;

Patricia Tobin Senger, SESS; Fr. Michael Cooper, SAS; Doris Van Kampen-Breit, Library;

and YOU.

Report from the President of UFSLU on Current Grievances

The union has filed a university-wide grievance with the University on the “freezing” of D2L courses and materials contained within the Learning Management System, selection of textbooks, and mandatory use of commercial software as part of courses. We expect this to be positively resolved in the next few months. – Doris Van Kampen-Breit, Cannon Memorial Library; University Archives, Special Collections, and Faculty Development Librarian

***Be on the lookout for a Survey from Us!
Coming to your email soon***

***Next Union Social and Meeting:
Early March
Proposed changes to Bylaws will be distributed and discussed,
as well as an update on Negotiations.***