

# UNITED FACULTY SAINT LEO UNIVERSITY

Volume 3 Issue 1, September 8, 2018 Newsletter

<http://www.ufslu.org>

## ***UFSLU Board***

***2018-2019***

***President Valerie Wright\****

***Vice President vacant***

***Secretary Patricia Tobin Senger***

***Treasurer Michael Moorman***

***Senator Jack McTague***

***Members at Large:***

***Diane Scotland-Coogan***

***Burgsbee Hobbs***

***Fr. Michael Cooper***

*\*Doris Van Kampen-Breit has accepted the position of Interim Director, Daniel A. Cannon Memorial Library*

---

## ***Non-elected Positions***

***Grievance Officers:***

***Michael Moorman***

***Diane Scotland-Coogan (in training)***

***Valerie Kasper (in training) and***

***Michael Moats, UFF (trainer)***

***Election Chair: John D. Harding***

***Webmaster: Brian Camp***

***Membership & Events: Monika Kiss***

**REMINDER:** your **2.5% salary increase** should be reflected in your August 31 pay.

The lump sum (retroactive for 2016-2017, 2017-2018) was disbursed in June.

## **UFSLU Negotiations Update**

*Patricia Tobin Senger, SESS, Union Secretary*

The contract bargaining negotiations continued through the spring and summer semesters. After multiple bargaining meetings since 2016, followed by recent discussions between our university president and our union president, an agreement was reached for a 2.5% increase for two years of faculty back pay which you have now received retroactively and next, an increase beginning Fall 2018 for 2.5%. This was a lengthy process that required many meetings with the administration, direct communication skills, assertiveness, diplomacy, and patience.

## **Recent Events**

Since the change in administration, UFSLU views the presidential change as a positive move and *hopes* to continue on a momentum of positivity for our faculty.

If you would like to join us at any time, the next negotiation meeting will be held September 27 from 1 pm to 4 pm, in the College of Business Room 101. *You do not have to be a union member to attend. Want to be apprised of the next meeting? Email Patricia Senger.*

**Our membership has grown!** Our union leadership team expects this trend to continue, simply because union membership has many benefits. Please plan to join us for an upcoming union social

*When in doubt talk to your Grievance Officer*

in the fall semester to learn more about the many benefits of union membership, and most specifically what the union can do for you.

September 3, 2018

### **A note from Doris Van Kampen-Breit regarding my position as President of the Union**

Dear Colleagues;

As most of you are probably now aware, I have accepted the Interim Director position for the library. While in this position, it is not possible for me to serve on the union board, nor act as grievance officer. We all agree that this is the right thing to do at this time. This change was effective in August, when I accepted the Interim Director position. I am excited for the new opportunity to serve within Saint Leo, and yet sad to step away from the union, an organization that I believe has made a tremendous positive difference at Saint Leo.

I have served as president, secretary, and grievance officer, and attended the state-wide counsels for many years. I have seen first-hand how important this organization is, and how we all need to work to have better relations and communication with the administration, which are strengthened when we all abide by the rules (the CBA) for which each side (admin and union) has worked very diligently. I am so very honored to have served as the union president for the past 11 years, and to have been a board member for an additional 6 years. The union has made a significant difference in the working lives of our faculty. Thank you for allowing me to serve the union and for the personal growth it provided me.

Valerie Wright was elected VP in the spring; she is now the President of UFSLU. Valerie has the drive, determination, and core values to stay the course, and to continue to assist with moving the negotiations forward. Along with Michael Moats, our Chief negotiator, and other union board members, we will have a new contract this year. *It will be clearer, better, fairer, and stronger.* I have *every confidence in my team*, and in my fellow-faculty.

We are a community, and each of you is needed. Our university is in transition, and together we can support and sustain this institution. Without the union at Saint Leo for the last forty-two years, working conditions would be altogether different (just ask the Center faculty); but with the union and all of the people who have supported and sustained it, we have had and will continue to have a voice and better working conditions for all of our faculty.

Humbly,

Doris Van Kampen-Breit

*When in doubt talk to your Grievance Officer*

### **Reminder: WEINGARTEN RIGHTS**

You have a right to request union representation if you believe that a meeting may result in disciplinary action, even if it is a “fact finding” meeting.

1. You must have a reasonable belief that an investigatory meeting, interview, or proceeding may result in disciplinary action.
2. You must invoke that right by requesting that a union representative be present.
3. If a union representative is unavailable to attend, you can insist that the meeting, interview, or proceeding be rescheduled.
4. If you are already in a meeting and it becomes clear that it could result in disciplinary action, you have the right to ask at that moment for a representative to be brought in to the meeting, and if he or she is not available, you have the right to ask that the meeting be rescheduled.

Management then has three options:

- a. They can stop the meeting/reschedule it until the representative arrives or is available
- b. They can call off the interview or
- c. They can tell you that they will cancel the meeting unless you voluntarily give up your right to a union representative (an option you should always refuse.)

**What to say if a meeting turns into one where you need representation: “If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative be present at this meeting. Without representation present, I choose not to participate in this discussion.”**

An employee represented by a union is entitled to union representation at a meeting where he or she has reasonable grounds to fear that the meeting may result in disciplinary action. *NLRB v. J. Weingarten, Inc.*, 420 U.S. 251 (1975)