

# UNITED FACULTY OF FLORIDA SAINT LEO UNIVERSITY

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<http://www.ufslu.org>

## UFSLU Negotiations UPDATE *Doris Van Kampen-Breit*

The union negotiation team met with administrative team several times over the summer and early fall semester. One meeting was canceled due to Hurricane Irma.

Topics discussed included: proposed raises (one time lump sum or retroactive) for last academic year, and a conversation about the Open Education Resources (OER) initiative and payments for faculty who use OER or library resources extensively in their courses.

Our continued discussion concerning a proposal by the administrative team to add a CPO process, in addition to the other peer observations is on-going. The union team is continuing to stress that IF there were to be a CPO process, it would need to be open to all interested faculty, and the training should be open to all. The administrative team wishes to include a committee overseen by the Dean of Arts & Sciences who would select and train CPOs, and that budgetary constraints might limit the number of CPOs selected by the committee, as this proposal could include supplemental pay. Nothing has been agreed to by either side at this point in time. This has been an on-going discussion since last fall; further discussions are expected.

Another topic of discussion that has taken some time and which has not as of this time been resolved is a new Article concerning expectations of faculty conduct (Do's and Don'ts) and academic citizenship. Further discussion on this topic is expected. Some of the expectations are already in the contract, such as office hours and information that must be included in the syllabi; other items are new.

Contract language has been exchanged on this Article from both sides; this has been an on-going topic since the spring semester (2017).

New to the table last week was Article 10, which covers faculty hiring, non-renewal, termination and reduction in force as well as some language on visiting faculty.

### WHY JOIN YOUR UNION?

We represent and support you; we work for your benefit, volunteering our time and talent for better and fairer working conditions without pay or course releases. We also represent you if you feel you have been unfairly treated. **If you want to make a difference -- Join us.**

We invite you to join us at the bargaining table; please come to a negotiation meeting. The next four meeting dates are: October 12, October 26, November 9, and November 16, 1PM-4PM. Contact Lynn Wilson or Doris Van Kampen for the location and to register 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.

## Grievances

- We have resolved several grievances informally in the last six months, and in addition, are working on resolving one (current) formal grievance, and one informal grievance.
- Informal/formal resolutions were resolved on the following topics:
  - Working conditions
  - Reassignment of a faculty member

## *When in doubt talk to your Grievance Officer*

### Union Board

**President:** Doris Van Kampen-Breit (grievance officer)

**Vice President:** Monika Kiss

**Secretary:** Patricia Tobin Senger

**Treasurer:** Michael Moorman (grievance officer)

**UFF Senator:** Jack McTague

**Members-at-Large:** Burgsbee (Lee) Hobbs    Leo Ondrovic    Fr. Michael Cooper

## *Spotlight on: Weingarten rights*

*You have a right to request union representation if you believe that a meeting may result in disciplinary action.*

1. You must have a reasonable belief that investigatory meeting, interview, or proceeding may result in disciplinary action.
2. You must invoke that right by requesting that a union representative be present. (Administration is under no obligation to tell you that it is your right to have a representative present).
3. If a union representative is unavailable to attend, you can ask 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. it can stop the meeting/reschedule it until the representative arrives or is available
  - b. it can call off the interview or
  - c. it can tell you that it will cancel the meeting unless you voluntarily gives 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)