

The Roar

UFF/Saint Leo University Chapter

Live as if you were to die tomorrow.
Learn as if you were to live forever.

-Mahatma Gandhi

Contract Negotiation News

by Valerie Wright

As we shared with you last month, the Union submitted a settlement offer to administration on June 11th. The remaining articles to be decided relate to money, furloughs, and reduction in force (RIF). These are all critical parts of the contract that still need to be completed.

We are still waiting on a reply as to a specific day and time for the negotiating team to meet. The Union has let administration know that we do not want to meet again until we have received a complete response to our settlement offer. Once we receive their response to our offer, we will share the information with all faculty.

Make a Difference. Vote!

by Angel Jimenez, Senator

Voting in this election is vital if we hope to elect representatives who will advance a pro-education agenda. UFF-SLU is calling on all faculty to vote and to encourage friends and family to vote.

Here is a list of key dates:

September 24 – Vote-by-Mail begins

October 5 – Voter registration deadline

October 24 – Early voting begins

October 31 – Early voting ends

November 3 – General election day

The Florida Education Association (FEA) has provided resources to facilitate voting in the upcoming election.



Upcoming Events

Watch for this online event:

October 1 at 7:00 p.m.
Zoom Q and A Chat

2020-2021 Officers

President: Valerie Wright

Vice President: Thomas Humphries

Secretary: Carol McLeish

Treasurer: Peter Marian

Senator: Kelly Atkins

Senator: Angel Jimenez

At Large: Burgsbee (Lee) Hobbs

At Large: Fr. Michael Cooper

At Large: Patricia Senger

Grievance Chair: Patrick Crerand

Webmaster: Bryan Reagan



In the link below, you'll find a calendar of important deadlines, guidance on voting by mail and confirming voter registration, and a list of FEA-endorsed candidates. Please read and share widely. Fulfilling our goals as educators depends on our collective action. Can we count on you?

<https://feaweb.org/member-center/voter-toolkit/>

A Message from Our Grievance Chairperson

by Patrick Crerand

For the last two years, I have served as the Chair of the Grievance Committee for the union. I have prepared a quick FAQ to let everyone know about this benefit that we offer.

Q: What does a Grievance Officer do?

Quite simply, we meet with faculty, regardless of union membership, when they have an issue with an administrative process in the Collective Bargaining Agreement (CBA), aka our contract. In the past, these issues have run the gamut from early termination to tenure denials to course scheduling problems. Our job is to advocate for and represent the faculty member in order to help resolve the issue.

Q: I think I have a problem. How do I know if it is “grievable”?

The easiest way to know if an issue can be grieved is to read the CBA. It's not a page turner, but this document outlines all of the rights the administration and the faculty must adhere to. It is a vital document with which every faculty member should be familiar. You can find the most recent copy on the Intranet, or you can email me (patrick.crerand@saintleo.edu) or any union officer, and they will send you a copy. Many of these issues are time sensitive, so the sooner you contact one of us, the better.

Q. If all of the rights are in the CBA, why are there still grievances?

Very often, both faculty and administrators have not read the document fully (or not at all), and there may be a departmental policy that goes against what is stated in the contract. I had never read the contract in full until I took the job a few years ago, and I was surprised to find practices and definitions I did not know existed.

The main reason that grievances happen, is that often, there are grey areas, despite the clear language of the contract. For example, the CBA states that every tenure-track, probationary faculty member has the right to apply twice for tenure during their designated years. Hypothetically, let's say that during a casual

UFF Member Benefits

1% of your base salary gives you access to these benefits and more:

- VOTING RIGHTS IN COLLECTIVE BARGAINING CONTRACT NEGOTIATIONS
- UFF REPRESENTATION IN GRIEVANCES
- UFF REPRESENTATION IN DISCIPLINARY MEETINGS WITH ADMINISTRATORS (WEINGARTEN RIGHTS)
- \$1,000,000 OF PROFESSIONAL LIABILITY INSURANCE COVERAGE FOR WORK-RELATED LAWSUITS
- \$3,000,000 IN LEGAL DEFENSE COSTS
- \$300,000 FOR SETTLEMENTS CONCERNING CIVIL RIGHTS
- UP TO 2 FREE, THIRTY-MINUTE, NON-EMPLOYMENT-RELATED LEGAL CONSULTATIONS
- ATTORNEY REFERRAL PROGRAM
- INSURANCE DISCOUNTS

conversation in the cafeteria, Department Chair X tells probationary faculty member, Professor Y, not to apply early for tenure because no one in Chair X's department has ever been awarded early tenure. Professor Y thinks, "Well, Chair X says it's a waste of time, so I won't apply." However, there is definitely an issue that can be grieved, so long as Professor Y applies for tenure. In this hypothetical case, Professor Y has taken Chair X at her word, and maybe Chair X is correct that no one has been awarded early tenure. Or maybe Professor Y thinks, "If I do apply, it will upset Chair X." It doesn't matter. Faculty have the right to apply early, and chair and dean support is not a prerequisite. Again, the CBA articulates certain rights for faculty, but faculty must practice those rights first and do so promptly. Only then can we see the issue at stake in a grievance.

Q: What happens during a grievance?

Our goal is to resolve the situation in the easiest and most efficient manner possible. The first step for any faculty member, if they think there is an issue, is to document the issue. In the example with Professor Y above, sending an email to himself about the conversation in the cafeteria would be one example, thus preserving the date and time of the event. Emails, notes, letters, etc. are equally helpful. Next, reach out to me or Valerie, and we will have a meeting to determine the issue at hand. The meeting is confidential. I would advise sending a generic message asking to meet, and then I will send you my private email to correspond regarding specifics.

Not every dispute is covered under the contract, of course, so we have to identify the clause of the contract at issue. Once that is clear, we reach out to your department chair to schedule an informal meeting to attempt to resolve the issue. If there is no resolution, we continue up to the Dean, VPAA, and Presidential levels. If there is still no resolution, it can go to arbitration, where a UFF lawyer presents the case to a court-appointed arbitrator, who decides the outcome of the case. This is rare. Most grievances are resolved at the chair and dean level.

Q: Is there a form to complete to file a grievance?

Attached. Feel free to contact me with questions and concerns at patrick.crerand@saintleo.edu.

UFF Member Benefits Continued...

- CAR RENTAL PROGRAMS
- LOAN FORGIVENESS ASSISTANCE
- FORECLOSURE ASSISTANCE

Cost of Benefits Example (Based on 26 pay periods):

Base Salary =	\$50,000.00
1% of Salary =	\$500.00
Dues per pay pd =	\$19.23



Grievance Form

Grievant: _____

Office: _____ Campus: _____

E-mail: _____ Phone: _____

Representative (if applicable): _____

E-mail: _____ Phone: _____

Date and/or time of incident: _____

Article(s) and/or Section(s) allegedly violated: _____

Statement of Grievance: _____

Remedy Sought: _____

Grievant's Signature: _____

Representative's Signature (if applicable): _____

Date Submitted: _____