

## **FSU EXECUTIVE COMMITTEE MEETING 4/16/15**

Members Present: Peggy Walsh Marlene Kim Amy Todd Ursula Tafe Doreen Drury  
Loan Dao Mary Oleskiewicz

Others Present: Lorenzo Nencioli, Membership Coordinator Caroline Coscia, NTT  
Grievance Officer Jeff Keisler, TT Grievance Officer

### A. ANNOUNCEMENTS

1. FSU Annual meeting: Thursday April 30, 12-2 pm Chancellor's Conference room.
2. MTA delegates for May meeting: pre-meeting on May 4 at noon. MTA annual meeting Hynes May 8-9.
3. GIC premium share. Send in your postcards protesting increases.
4. Governor's early retirement incentives: Bill to include higher education employees failed.
5. Chairs in the FSU: A decision was rendered by the Department of Labor Relations (DLR). They ruled that chairs cannot be in the unit though it was noted there is the possibility that chairs can be organized in a separate unit. There would need to be 51% of chairs signing cards which UMB would be likely to get though it is unclear if the same would happen at UMA. The union will wait for MSP to decide on how they want to proceed before the FSU re-starts efforts. There was discussion of potential conflict of interest of having chairs in the unit.
6. ORP to SERS: Deadline for applying for switch is coming up. There was discussion of deadline issues (i.e. late notification). It was reported that ORP is taking up to 7 months to respond to notices of interest in some cases (that means that such members would get responses in May).
7. Academic Analytics: Software that analyzes how faculty compare to peer institutions—publications, grants, awards. There was supposed to be a presentation at Faculty Council (FC) in regards to the possibility of UMB adopting this software but it is unclear if that happened. Concern expressed by chairs over how data will be used to evaluate programs and departments. Next FC meeting May 4<sup>th</sup>, 1:30- will hopefully be discussed at that time.
8. End of year FSU Party: May 16, 3 pm. Saturday after school ends; could be at Marlene's house (\$200-\$300).
9. Contract implementation: There was discussion of Administration documents that were disseminated to chairs in regards to implementation of the new contract. It was noted that the Grievance Committee (GC) has been reviewing the documents and is preparing a response to Admin as well as an informational email to members. Question raised as to why the NTT members of the bargaining team were not included in this discussion. Jeff Keisler said he would send GC discussions to NTT barg team members.

### B. BUSINESS

1. Contract funding and funding campaign: There was discussion of all the actions to date, ideas for future organizing, including the possibility of Commencement actions. We need people to be involved in organizing campaign. Peggy will be at next organizing meeting (Peggy needs to be added to organizing committee email distro list). It was noted that there will be no more weekly actions (actions will be less frequent) and that the organizing committee needs to figure out next steps.
2. Newsletter: There was discussion of the newsletter content, whether or not members read it, and if so, what specific content members did read (need to have this info for future newsletter discussions). The NTT Caucus will be asked these questions. Ex Com members will ask their colleagues.
3. CLA 2:2 evaluation: Still need data from Admin to do evaluation (coming in a week). However, that would leave only one to do any evaluation of the data, which is not enough time (the original agreement between Admin and FSU stipulated that 2/2 could be renegotiated Spring 15 if the union wished to do so). Marlene spoke with the CLA Dean who said Fall 15 would be ok to re-bargain 2/2 if more time was needed. If FSU agreed to that, CLA would provide data at beginning of summer. Ex Com agrees to delay getting data until beginning of summer, will renegotiate Fall. Marlene will ask for date certain for receiving data.
4. Recent Election: There was discussion of the recent FSU Ex Com election results, the election procedures, endorsement guidelines, and the need for proper election protocol. Members will think about their preferred election process. It was agreed that the FSU needs to convene Elections Committee, as called for in the bylaws. That will be done in Fall 15.
5. Discussion and recommendation of FY16 budget: There was discussion of the proposed FSU and JCC FY16 budget. Motion made to recommend approval of proposed FSU FY16 budget (using 2<sup>nd</sup> column) to FSU members. Motion seconded. **Motion to recommend approval of proposed FSU FY16 budget (using 2<sup>nd</sup> column) to FSU members passes.** There was discussion of local dues rates for members who are 25% or less FTE and the practice of having them pay the same amount of local dues as those who are less than half-time but above 25%. It was noted that 25% or less members should pay 25% of full-time dues, not 30% as is currently practiced. Motion to approve applying local dues rate for 25% or less members at 25% of local full-time dues, rather than 30% of local full-time dues, was made. Motion seconded. **Motion to approve applying local dues rate for 25% or less members at 25% of local full-time dues, rather than 30% of local full-time dues passes.** Motion to approve recommendation of FY16 JCC budget to FSU members is made. Motion seconded. **Motion to approve recommendation of FY16 JCC budget to FSU members passes.**
6. The Office for Community Partnerships and electronic AFRs and its relation to a database created in the Office for Community Partnerships: Discussion of privacy issues, personnel documents used for other purposes other than for individual member's evaluations.

7. AFR access year round by administration for accreditation, etc.: some administrators want year round access to AFR's (administrators only have it during time of evaluation). Can FSU allow this? Marlene: Admin says year round access could lead to AFR's being changed after members completes them. Marlene will tell Admin it is not feasible to adopt this practice as long as AFR can be changed. There was discussion of the issue of the AFR 'evolving' over time, i.e. there being rough drafts, which could make constant access to AFR result in an incomplete 'screen shot' if looked at before AFR was fully completed.
8. JCC selection process within UMB: Will circulate by email for discussion at later date.

#### C. REPORTS

1. NTT Caucus- Meeting next week, might Skype people in next time, 30 or so people usually attend, will continue to do Fridays.
2. Grievances- There was an update on the new grievance schedule (Admin and FSU agreed to designate monthly grievance hearing days during which all pending grievances will have to be heard; this will replace practice enumerated in contract of scheduling individual grievances according to a particular timeline; the latter practice proved to be impractical).

#### D. NEW BUSINESS

**Motion passes (t-shirts).**