

UNITED FACULTY OF FLORIDA SAINT LEO UNIVERSITY

Volume 2 Issue 2, January 2017 Newsletter

Message From UFFSLU President Doris VanKampen

FROM THE PRESIDENT'S CORNER

Topic: Bargaining Notes & Members' Meeting Announcement

We are still in negotiations with Administration for a new contract. Currently the discussion is focused on Faculty Evaluation, and other matters that are impacted by it, such as tenure and promotion. We will be holding a **meeting February 9, 2017, 4:30PM-6:30PM at the Abbey Tavern** to discuss Faculty Evaluation, Tenure and Promotion, and to pass out proposed changes to the UFFSLU bylaws. Your feedback is VERY IMPORTANT. Please plan to attend. The meeting will review the current Collective Bargaining Agreement (CBA) language relating to Faculty Evaluation, Promotion, and Tenure, and possible changes to the language. **Not a member? Take this opportunity to join!** <http://uffslu.org>

Message From UFFSLU Senator Jack McTague

U.F.F. FALL 2016 SENATE MEETING

The UFF Senate, which represents all chapters in the union, meets twice during each school year, in September and February. Meetings are usually held in Tampa, the most central location in the state. The number of senators each school can send is determined by the size of their membership. For example, Florida State has over 700 UFF members, so they have the largest number of senators. Because of our small size (only university campus faculty are eligible to join), Saint Leo has just two senators. As chapter president, Doris VanKampen-Breit is automatically a senator, and the other position is held by Jack McTague.

The most recent meeting this year was held in downtown Tampa September 16-18. Friday night and Saturday morning were devoted to training sessions for chapter leaders. Sessions were held on topics such as political and legislative activity, grievance representation, and membership organizing. The Senate itself convened Saturday afternoon and the session carried over to Sunday morning. On Saturday evening, the four sections met separately to compare issues, with one of the main topics being new unions being formed (exciting times!) and contract negotiations at the different campuses.

Message From UFFSLU Secretary Patricia Tobin Senger

Grievance Procedures

As a result of completing grievance training during the 2016 Fall UFF meeting, I am able to provide you with some information regarding grievances. A grievance is a formal complaint made by a faculty member about a violation of the Collective Bargaining Agreement. Its purpose has three components: to enforce the Collective Bargaining Agreement, to defend the rights and protect the working conditions of individual faculty and of the bargaining unit as a whole, and to protect the academic and professional integrity of the university. A few examples: direct dealing, improper layoff, unfair evaluations, not following the process for tenure or promotion, capricious and arbitrary treatment regarding committee assignments, and significant changes in workload and other work related assignments.

All members of the bargaining unit can grieve. UFFSLU members can be represented by UFFSLU grievance officers. If evidence of a violation of the Collective Bargaining Agreement has been shown, trained grievance representatives investigate the case and begin by seeking an informal resolution, which is always preferable. If an informal resolution is not possible through dialogue and communication, then a trained grievance representative drafts a formal grievance as the next step.

There are three stages to a grievance. You can locate the stages and more information about the grievance process in the Collective Bargaining Agreement. All faculty should understand their rights, and their responsibilities by reading the CBA and asking questions as needed. NOTE: There are critical timeframes involved in filing a grievance. Grievance Officers: Michael Moorman, Doris Van Kampen-Breit.

IMPORTANT ANNOUNCEMENTS

HELP WANTED

Union Elections are coming! Help is needed running the nominations and election. Please contact Monika Kiss or Doris Van Kampen-Breit to volunteer to be on the committee.

Feb 9th Union Member Meeting

Negotiations Update, and a discussion of Faculty Evaluations and P&T.

Proposed Changes to the Union Bylaws. The Union Board has been reviewing the Bylaws. They will be discussed at the February meeting. Proposed changes to the Bylaws will voted on during the election in March.

Upcoming Negotiation Dates

February 9 1-4PM

February 23 1-4PM

If you are interested in Attending a session, please contact Lynn Wilson (SOB) or Doris Van Kampen-Breit for the location and to confirm times.