**Academy for Academic Personnel Administration**

**Fall 2013**

**Round Table Report**

**1. Institution Information**

Name of Institution/System: Florida Gulf Coast University

Name and Title of Individual Responding: Kathy Miller, Chief Negotiator 2012-2013 and Jennifer Baker, Chief Negotiator, October 2013 -

**2a. Description of Faculty Bargaining Unit(s) – Size and Composition**

The faculty bargaining unit consists of approximately about 440 ranked faculty and librarians (Assistant, Associate, Full), unranked instructors (Levels I, II, and III) and unranked academic advisors (Levels I, II, and III). These employees are classified as in-unit faculty. Department Chairs, Directors and Associate Deans are out-of-unit. Approximately 45% of the in-unit faculty are dues-paying members of the union.

Bargaining Agent: United Faculty of Florida-FGCU Chapter (UFF)

Date of First Contract: 2004 (for 2004-2007) was the first contract subsequent to about 25 years of statewide contracts bargained by the Board of Regents for the State University System.

Number of Succeeding Contracts:

Two succeeding contracts and six supplements as follows:

* 2006-2007 Supplement to the 2004-2007 Collective Bargaining Agreement, September 2006
* *2007-2010 Collective Bargaining Agreement*, September 2007
* 2008-2009 Supplement to the 2007-2010 CBA, October 2008
* 2009-2010 Supplement and 2010-2011 Extension to the 2007-2010 CBA, September 2010
* *2011-2014 Collective Bargaining Agreement*, July 2011
* 2010-2011 Supplement to the 2011-2014 CBA (Article 23 – Salaries), October 2011
* 2012-2013 Supplement to the 2011-2014 CBA, January 2013
* 2013-2014 Supplement to the 2011-2014 CBA, September 2013

**Web address of current contract:** <http://www.fgcu.edu/Provost/files/2011-2014_Collective_Bargaining_Book.pdf>

**3. Activity Report (e.g., status of current agreement or negotiations, details of last contract settlement, etc.):**

On August 9, 2013, the parties signed a tentative agreement on the 2013-2014 Supplement to the 2011-14 Collective Bargaining Agreement (CBA). The faculty ratification vote was concluded on August 28, 2013, with the faculty voting to ratify. The Agreement was approved by the FGCU Board of Trustees during its September 17, 2013 meeting.

The parties used Interest Based Bargaining with guidance from the Federal Mediation and Conciliation Service (FMCS) and agreed to re-open only Article 23-Salaries and Article 24-Benefits. Ultimately, Article 24-Benefits was rolled forward with no changes.

The parties agreed to:

1. fund promotions approved by the Board of Trustees at their June 2013 meeting effective August 7, 2013 as follows:

Promotion to Instructor Level II or Academic Advisor Level II: 9% increase to base

Promotion to Instructor Level III or Academic Advisor Level III: 12% increase to base

Promotion to Associate Professor or Associate Librarian: 9% increase to base

Promotion to Professor or Librarian: 12% increase to base

1. use a pool of $205,000 to provide one-time base salary adjustments, effective August 7, 2013 for compression and inversion, based on a jointly commissioned study by the Balmoral Group conducted in 2010-2011. The order of increases will be 1) compression and inversion, and 2) promotion.
2. a base salary adjustment effective October 1, 2013 of $1,400 annually or 3.5% of the September 30, 2013 salary, whichever is greater.
3. jointly develop a process for the distribution of the $600 one-time lump sum bonuses, consistent with the state-mandated standards and criteria (General Appropriations Act for FY 2013-14 under SB 1500 sec. 110.1245).

We are scheduled to begin negotiations for a successor agreement (full book) on October 14, 2013.

**4. Special or noteworthy happenings (e.g., relevant arbitration or court decisions, organizing campaigns, labor agency decisions, etc.)**

None

**5. Special happenings related to fiscal issues (e.g., salary reductions, health and dental insurance costs, reductions in force, early retirement programs, program consolidation or elimination, etc.):**

Affordable Heathcare Act – Adjunct load