

**EASTERN FLORIDA STATE COLLEGE UFF/ADMINISTRATION RE-OPENER
Meeting on 04/25/2022**

2

3

4

EASTERN FLORIDA STATE COLLEGE

5

UFF/ADMINISTRATION RE-OPENER

6

7

April 25, 2022

8

9

10

11

3864 North Wickham Road
Melbourne, Florida 32935

12

BUILDING 8, 3rd Floor
Melbourne Campus

13

14

15

16

17

18

19

20

21

22

23

Margaret Eddy Sheffield, Court Reporter
Notary Public, State of Florida at Large

25

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

MEETING ATTENDEES

FOR EFSC

DR. RANDY FLETCHER

DR. SANDY HANDFIELD

DR. PHIL SIMPSON

DARLA FERGUSON

JACK PARKER
(via videoconference)

FOR UFF

DR. DUSTIN FILES

DR. KATINA GOTHARD

DR. DEBRA MARSHALL
(via videoconference)

LYNN SPENCER

KELLI NORRIS

1 MELBOURNE, FLORIDA; April 25, 2022

2 WHEREUPON:

3 DR. FLETCHER: Well, welcome, everybody
4 here, Monday the 25th of April. Hard to believe
5 the semester's winding down like it is. It just
6 is flying by.

7 But welcome. Reopener between UFF and the
8 administration of Eastern Florida State College.
9 We have three items on the agenda. The first is
10 Article 6.20, student conduct procedure
11 discussion.

12 This is our reopener. I think it's been
13 presented to UFF last week. We're waiting to
14 see if we're going to get closer to a TA on this
15 or if you have other questions of us.

16 DR. FILES: Yeah. We had this -- the
17 corrections that we asked you all to make. Did
18 you -- were you able to update that language,
19 Dr. Simpson?

20 DR. SIMPSON: Yes. We have that.
21 Would you like me to ...

22 DR. FLETCHER: Yeah. Go ahead.

23 DR. SIMPSON: I will hand out that response
24 here.

25 If I can direct your attention to basically

1 the -- where the lined language. I believe
2 these are the remaining points of consideration.

3 So I think the idea here is that we're
4 incorporating the BIT manual in those
5 definitions by reference mainly for the reason
6 that if those definitions should be revised or
7 otherwise elaborated upon this is the first year
8 of BIT's operation. So should those definitions
9 change or be clarified in any way at least if we
10 incorporate it by reference here then the
11 pertinent language will always be in the manual.
12 And then the CBA would not need to be updated.

13 So that's the rationale for incorporation
14 by reference for those definitions.

15 Let's see. Oh. There was discussion last
16 time about timeline. There is a timeline
17 identified within the BIT manual. It's 24 to 72
18 hours.

19 DR. FILES: Correct.

20 DR. SIMPSON: Again, it's incorporated by
21 reference here as opposed to spelling it out.

22 And then ... let's see. On the facing
23 page, this is the proposed language
24 clarification red lined. Determination by the
25 Dean of Students in consultation with the

1 receiving faculty member. And then some further
2 clarification at the end.

3 With only as much details will not violate
4 due process or confidentiality rights of a
5 student.

6 So that's what we have proposed in
7 response.

8 DR. FILES: Okay. We'll caucus in a little
9 while to discuss it. I think we might be ...

10 But we want to flip-flop two and three. We
11 want to discuss Appendix N first.

12 DR. FLETCHER: Oh. Okay.

13 DR. FILES: And then we'll caucus and then
14 we'll come back and discuss Article 14.

15 DR. FLETCHER: Oh. Okay.

16 DR. FILES: So you all were provided with
17 our proposed edits on Article -- or rather
18 Appendix N back at the beginning of negotiations
19 on the 21st. I assume you've had time to review
20 it.

21 DR. FLETCHER: We talked about it this
22 morning and then the last time we caucused is we
23 -- I think we're both in agreement. We just
24 want the most updated Appendix N coming out of
25 the negotiation -- out of the ratified contract.

1 So we can begin editing the new platform
2 for submitting data. I mean that's -- you know,
3 that's -- you know, I think we were in agreement
4 that that's what we want to do. I mean we hope
5 that you're in agreement with that, as well.

6 And then did we have the edits that you
7 provided. And there were some changes to
8 points. And we're fine with those. So ...

9 DR. FILES: So you're fine with the edits
10 that I provided on the 21st.

11 DR. FLETCHER: Right. Uh-huh.

12 DR. FILES: Thank you.

13 There was one additional edit that just
14 came to light with the admission of the -- which
15 was it?

16 DR. GOTHARD: The science practice journal.

17 DR. FILES: The science practice journal.

18 DR. FLETCHER: Right.

19 DR. FILES: We wanted to add the membership
20 on the -- who the editor --

21 DR. GOTHARD: Uh-huh.

22 DR. FILES: The editor of that is.

23 DR. FLETCHER: That makes sense.

24 DR. FILES: Okay. That was the only
25 additional edit that we wanted.

1 DR. FLETCHER: Okay.

2 DR. FILES: So if you're okay with that
3 I'll send you that language --

4 DR. FLETCHER: Okay.

5 DR. FILES: It's just I think very brief
6 line.

7 DR. FLETCHER: That or giving the update
8 again.

9 DR. FILES: Okay.

10 So can we caucus for about 10 minutes?

11 DR. FLETCHER: Sure.

12 DR. FILES: We'll discuss your -- when we
13 get back.

14 (Whereupon, a break was taken after which
15 the proceedings continued, as follows:)

16 DR. FILES: So we'll come back to your
17 opener in a second. I just wanted to throw this
18 out there.

19 We do do our due diligence. We don't just
20 throw numbers out. So we do compare our
21 comparable institutions.

22 So just a few examples that where we pulled
23 from; Seminole and Valencia. That's where our
24 original numbers came from. Obviously we're a
25 world apart between what we had originally asked

1 for and what you all came back with.

2 So on the back side we -- we came down
3 quite a bit to try and get this thing wrapped up
4 today.

5 DR. FLETCHER: Uh-huh.

6 DR. FILES: The back side is our last
7 proposal. And it's approximately five percent
8 spread out over two years so that the college
9 isn't taking as big of a hit as you think in the
10 first year. You'll see that it averages about
11 two and a half per year. So it's not far from
12 what you all had proposed originally.

13 But if you all are willing to accept that
14 then we are in full agreement that we can TA
15 everything today. With no edits to your
16 reopener. So if we want to caucus again and let
17 you all look over that in some more detail.

18 DR. FLETCHER: Yeah. Let's go ahead and
19 caucus.

20 DR. FILES: I have a few extra copies so
21 you don't have to flip back and forth. If you
22 want to ...

23 Then you can compare it side by side.

24 DR. FLETCHER: Thanks, Dustin.

25 DR. FILES: You're welcome.

1 (Whereupon, a break was taken after which
2 the proceedings continued, as follows:)

3 DR. FLETCHER: Okay. We got a chance to
4 look over the proposal presented today in the
5 context of the two proposals brought to the
6 table on the 21st and the 18th.

7 Considering the two and a half percent for
8 '22 to '23 we're prepared to seek that. We need
9 to do some final calculations on that.

10 Because in the last meeting it was
11 mentioned that UFF will reserve the right to
12 open 14 in year three. We are not -- we're not
13 at this time -- will not negotiate anything in
14 '23/'24 because you've already stated on record
15 that you reserve the right to open up 14 and the
16 economics portion of the contract in year three
17 of the opener. So we're not going to take
18 anything that's beyond this year in this opener.

19 And then we also in terms of really
20 securing clarification on the proposal that we
21 had given to you there's nothing in this
22 proposal about the program manager.

23 DR. FILES: Yeah. We weren't interested in
24 that.

25 DR. FLETCHER: Okay. So that -- we agree

1 that that's off the table.

2 DR. FILES: Correct.

3 DR. FLETCHER: Okay.

4 All right. Let us have time to look at
5 this two percent in '22/'23. But we probably
6 have to bring in others to do that and we'll get
7 back to you next week.

8 And then we do need to -- beyond Article 14
9 we do need to talk -- and we can talk about it
10 at the UFF/Administration leadership meeting
11 tomorrow is the -- was new legislation and new
12 laws. We have to begin talking about tenure.
13 Okay? And we can do in -- we have to kind of
14 come into agreement when we're going to be
15 talking about tenure. Because the law goes into
16 effect July 1st.

17 Okay? Are you wanting to leave that for
18 tomorrow's meeting?

19 DR. FILES: That's fine.

20 DR. FLETCHER: Okay. Any other clarifying
21 issues with this?

22 DR. FILES: No.

23 DR. FLETCHER: Okay. We stand adjourned.

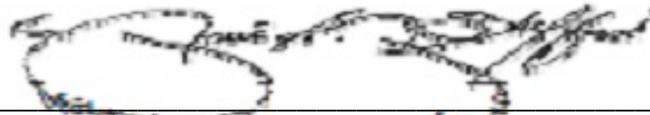
24 (Whereupon, the proceedings were concluded
25 at 3:53 p.m.)

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

CERTIFICATE OF REPORTER

I, Margaret Eddy Sheffield, Court Reporter, do hereby certify that I was authorized to and did report the foregoing proceedings, and that pages 3 through 10 are a true and correct record of my stenographic notes.

Dated this 9th day of May, 2022.



Margaret Eddy Sheffield, Court Reporter

EASTERN FLORIDA STATE COLLEGE UFF/ADMINISTRATION RE-OPENER

Meeting on 04/25/2022

Index: 10..Correct

<u>1</u>	<u>A</u>	<u>B</u>	
			change 4:9
10 7:10	accept 8:13	back 5:14,	clarification
14 5:14	add 6:19	18 7:13,16	4:24 5:2
9:12,15	additional	8:1,2,6,21	9:20
10:8	6:13,25	10:7	clarified
18th 9:6	adjourned	basically	4:9
1st 10:16	10:23	3:25	clarifying
	administration	begin 6:1	10:20
<u>2</u>	3:8	10:12	closer 3:14
2022 3:1	admission	beginning	college 3:8
21st 5:19	6:14	5:18	8:8
6:10 9:6	agenda 3:9	big 8:9	comparable
22 9:8	agree 9:25	bit 4:4,17	7:21
22/'23 10:5	agreement	8:3	compare 7:20
23 9:8	5:23 6:3,5	BIT's 4:8	8:23
23/'24 9:14	8:14 10:14	break 7:14	concluded
24 4:17	ahead 3:22	9:1	10:24
25 3:1	8:18	bring 10:6	conduct 3:10
25th 3:4	Appendix	brought 9:5	confidentialit
	5:11,18,24		y 5:4
	approximately	<u>C</u>	consideration
<u>3</u>	8:7		4:2
3:53 10:25	April 3:1,4	calculations	consultation
	Article 3:10	9:9	4:25
<u>6</u>	5:14,17	caucus 5:8,	context 9:5
6.20 3:10	10:8	13 7:10	continued
	assume 5:19	8:16,19	7:15 9:2
<u>7</u>	attention	caucused	contract
72 4:17	3:25	5:22	5:25 9:16
	averages	CBA 4:12	copies 8:20
	8:10	chance 9:3	Correct 4:19
			10:2

EASTERN FLORIDA STATE COLLEGE UFF/ADMINISTRATION RE-OPENER

Meeting on 04/25/2022

Index: corrections..legislation

corrections	22	10:3,20,23	4:20
3:17	edits 5:17	flip 8:21	incorporating
<hr/>	6:6,9 8:15	flip-flop	4:4
D	effect 10:16	5:10	incorporation
<hr/>	elaborated	Florida 3:1,	4:13
data 6:2	4:7	8	institutions
Dean 4:25	end 5:2	flying 3:6	7:21
definitions	examples	full 8:14	interested
4:5,6,8,14	7:22	<hr/>	9:23
detail 8:17	extra 8:20	G	issues 10:21
details 5:3	<hr/>	<hr/>	items 3:9
Determination	F	giving 7:7	<hr/>
4:24	<hr/>	GOTHARD	J
diligence	facing 4:22	6:16,21	<hr/>
7:19	faculty 5:1	<hr/>	journal
direct 3:25	FILES 3:16	H	6:16,17
discuss 5:9,	4:19 5:8,	half 8:11	July 10:16
11,14 7:12	13,16 6:9,	9:7	<hr/>
discussion	12,17,19,	hand 3:23	K
3:11 4:15	22,24 7:2,	Hard 3:4	<hr/>
due 5:4	5,9,12,16	hit 8:9	kind 10:13
7:19	8:6,20,25	hope 6:4	<hr/>
Dustin 8:24	9:23 10:2,	hours 4:18	L
<hr/>	19,22	<hr/>	<hr/>
E	final 9:9	I	language
<hr/>	fine 6:8,9	<hr/>	3:18 4:1,
Eastern 3:8	10:19	<hr/>	11,23 7:3
economics	FLETCHER	idea 4:3	law 10:15
9:16	3:3,22	identified	laws 10:12
edit 6:13,	5:12,15,21	4:17	leadership
25	6:11,18,23	incorporate	10:10
editing 6:1	7:1,4,7,11	4:10	leave 10:17
editor 6:20,	8:5,18,24	incorporated	legislation
	9:3,25		10:11

EASTERN FLORIDA STATE COLLEGE UFF/ADMINISTRATION RE-OPENER

Meeting on 04/25/2022

Index: light..Simpson

light 6:14		proceedings	reference
lined 4:1,24	O	7:15 9:2 10:24	4:5,10,14, 21
	open 9:12, 15	process 5:4	remaining 4:2
M	opener 7:17 9:17,18	program 9:22	reopener 3:7,12 8:16
make 3:17	operation 4:8	proposal 8:7 9:4,20,22	reserve 9:11,15
makes 6:23	opposed 4:21	proposals 9:5	response 3:23 5:7
manager 9:22	original 7:24	proposed 4:23 5:6, 17 8:12	review 5:19
manual 4:4, 11,17	originally 7:25 8:12	provided 5:16 6:7, 10	revised 4:6
meeting 9:10 10:10,18	P	pulled 7:22	S
MELBOURNE 3:1	p.m. 10:25	Q	science 6:16,17
member 5:1	percent 8:7 9:7 10:5	questions 3:15	securing 9:20
membership 6:19	pertinent 4:11	R	seek 9:8
mentioned 9:11	platform 6:1	ratified 5:25	semester's 3:5
minutes 7:10	points 4:2 6:8	rationale 4:13	Seminole 7:23
Monday 3:4	portion 9:16	reason 4:5	send 7:3
morning 5:22	practice 6:16,17	receiving 5:1	sense 6:23
N	prepared 9:8	record 9:14	side 8:2,6, 23
negotiate 9:13	presented 3:13 9:4	red 4:24	Simpson 3:19,20,23
negotiation 5:25	procedure 3:10		
negotiations 5:18			
numbers 7:20,24			

EASTERN FLORIDA STATE COLLEGE UFF/ADMINISTRATION RE-OPENER

Meeting on 04/25/2022

Index: spelling..years

4:20	time 4:16	wanted 6:19,
spelling	5:19,22	25 7:17
4:21	9:13 10:4	wanting
spread 8:8	timeline	10:17
stand 10:23	4:16	week 3:13
State 3:8	today 8:4,15	10:7
stated 9:14	9:4	winding 3:5
student 3:10	tomorrow	world 7:25
5:5	10:11	wrapped 8:3
Students	tomorrow's	
4:25	10:18	
submitting		<hr/> y <hr/>
6:2	U	year 4:7
	UFF 3:7,13	8:10,11
	9:11	9:12,16,18
<hr/> T <hr/>		years 8:8
TA 3:14	UFF/ ADMINISTRATION	
8:14	10:10	
table 9:6	Uh-huh 6:11,	
10:1	21 8:5	
taking 8:9	update 3:18	
talk 10:9	7:7	
talked 5:21	updated 4:12	
talking	5:24	
10:12,15		<hr/> v <hr/>
tenure	Valencia	
10:12,15	7:23	
terms 9:19	violate 5:3	
thing 8:3		
throw 7:17,		<hr/> w <hr/>
20	waiting 3:13	