

FACULTY FORUM

Volume 1, Issue 1



September 2010

The Faculty Forum is a monthly publication of UFF-BCC. Committee reports, articles of interest, letters to the editor, and general information items are included. Any union member may contribute articles.

NEW MEETING SITE

Our office is in the renovated Foundation Building at the Cocoa campus, Building 42, Offices 2-3. The phone extension is 7441.

Executive Committee meetings will be held in this location each month.

WELCOME NEW MEMBERS

Karen Cuda
Scott Herber
Guy Hinman
Nikolaos Koukos
Jeremy Mandelkern
Jessica Milford
Nicholas Pachota
Amy Picchi
Kristie Rose

UFF-Brevard Executive Council:

Amy Rieger, President
CJ Baker-Schverak, Vice President
Julie Derrick, Treasurer
Lynn Spencer, Secretary/Senator
Judi Schatte, Grievance Chair/FEA Delegate
Holly Kahler, Membership chair
Norma Rudmik, Social Co-Chair/Alt. Senator
Ken Lemhouse, Social Co-Chair/Senator
Karen MacArthur, Website Chair/Newsletter
Linda Parrish, Senator
Laura Earle, Alternate Senator
JoLee Passerini, FEA Delegate

FROM THE PRESIDENT'S DESK...



*Amy Rieger
Associate Professor of History
Brevard Community College,
Cocoa Campus*

Dear Colleagues,

For those of you who don't know me, let me provide a brief introduction. My name is Amy Rieger. I am Associate Professor of History on the Cocoa Campus. I've been at the college since 1994. My undergraduate work was completed at Bemidji State University (now the University of Minnesota—Bemidji), and my graduate work at the University of North Dakota (Grand Forks, ND). Needless to say, coming to Florida from the "Great White North" was a bit of an adjustment...a good one, especially in January!

It wasn't long after my arrival at BCC that I was approached about joining UFF-Brevard. I was excited to do so, recognizing just what an amazing professional organization this was. As a student of history, I also realized the importance of having a strong union in place. As we often say, Together We Can Do More! Over the years I have served the faculty and its union in many ways; as chapter secretary, senator, FEA delegate, vice president, president, chief negotiator, membership chair, and now president again! I am committed to providing the faculty a strong voice at the college. UFF-

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From the President's Desk

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Brevard is the vehicle I believe most effectively strengthens the institution as a whole.

Over the past several years, the union has been able to accomplish much for the faculty. A few examples include:

- greater flexibility in the scheduling of the faculty work week
- movement to a 165-day contract, enabling faculty to use extra time in the summer for professional development and family-focused activities
- development of a contract that strengthens the faculty role in the tenure and curriculum process
- movement to a true shared governance relationship with the college's administration
- improved compensation for all faculty

These accomplishments did not occur through the work of the dedicated members of UFF-Brevard's Executive Council alone. They've occurred because of YOU, the faculty. You've offered suggestions for bargaining, attended various meetings to show solidarity, volunteered for service with the chapter, and generally made your voice heard. YOU are the reason the institution as a whole continues to grow and strengthen. Your support and energy is greatly appreciated.

I hope you're enjoying UFF-Brevard's newsletter so far! This document will be published monthly, as part of our ongoing initiatives to improve communication between the Executive Council and the faculty at large. If you have any suggestions for content, or would like to contribute something directly, don't hesitate to contact us.

Thanks, and have a wonderful semester!
Amy K. Rieger

MEET NEW FACULTY MEMBER JESSICA MILFORD



*Jessica Milford
Brevard Community College,
Cocoa Campus*

I am a native Floridian. I am also a graduate from BCC, having my AS in Dental Hygiene and my AA. I received my BASDH degree in May 2009 from St. Pete College. I have been an adjunct at BCC since 2006 with the DH and DA programs. I am currently teaching full time in the Dental Assisting program. My current courses are Dental Radiology and Introduction to Clinical Procedures and I have also taught Office Emergencies.

On a personal note, I have been married to my husband Mike for 8 years and I have two step children, Korey, 21 and Kristopher, 18. I am also an animal lover, having 3 cats and 2 dogs! I joined the union because I feel it is important to have a strong organization which focuses on supporting the goals of the members it represents.

DID YOU KNOW?

UFF-Brevard has a presence at the college's Provosts and Executive Council Meetings. For the past year, representatives from the union's executive council have been invited to attend these weekly/semi-weekly meetings, thus giving FACULTY a direct voice with the administration. Any questions/comments you wish brought to the Provosts' or Dr. Drake's attention should be shared with Amy Rieger, UFF-Brevard President.

WE NEED CAMPUS MEMBERSHIP REPRESENTATIVES

Want to get more involved in UFF-Brevard? Consider becoming a Campus Membership Representative today! Duties of the CMR include:

- Working with the Membership Chair to develop and implement recruitment strategies and events
- Assisting in the distribution of all union materials, including newsletters, posters, flyers, and appreciation gifts
- Actively recruiting non-members on an assigned campus
- Serving as campus liaison
Contact Holly Kahler, Membership Chair, to volunteer or for additional information.



A SPECIAL THANKS TO THE STAFF

The Executive Council would like to thank Ryan Price, George Grajales, and John Barker, members of Maintenance who set up our office and moved in all the furniture.

NEGOTIATIONS SUMMARY

The 2009-2012 CBA represented the most sweeping change in faculty status and compensation in the history of the college. It strengthened faculty rights, compensation, and provided a framework for genuine faculty governance. The hard work of your UFF local and the enlightened leadership of the administration formed a confluence which resulted in one of the best contracts among Community Colleges in the state of Florida. Faculty members are respected as partners in the governance of the college and compensated in a way which reflects their professional status.

The 2009-2012 CBA provides for one opener in addition to discussions of Article 14 (Salaries) for each year of the contract. This past summer we worked closely with Administration, continuing on the good will and good relationships already established between UFF-Brevard and Administration to “clean-up” inconsistencies and align language of the CBA with practice and intent and also to finalize the appendices. It has been a labor intensive process and is nearing completion. The clean-up process took place in parallel with the negotiations on Articles which faculty and the BOT have now ratified. The ratified CBA with new appendices will be made available to all faculty as soon as final review of the appendices and language “clean-up” have been reviewed by both teams.

This summer you were represented at the Bargaining Table by CJ Baker-Schverak, Judi Schatte, Holly Kahler, Norma Rudmik, Laura Earle, Laura Dunn, Lynn Spencer and Michael Moats (consultant). Any comments or suggestions you may have for the next round of discussions would be welcomed. Thanks to the many faculty who shared their perspectives and insights with the team.

**PLEASE VISIT OUR WEB PAGE AT
WWW.UFF-BREVARD.ORG FOR ADDITIONAL NEWS AND UPDATES**

United Faculty of Florida Representation Policy

Important Changes in United Faculty of Florida Grievance Representation Policy

At its last 2008 Senate meeting, the statewide United Faculty of Florida (UFF) revised its grievance representation policy in response to liability and legal concerns. **Effective immediately, UFF will not provide grievance representation to faculty who were not dues-paying UFF members at the time when the grievable incident occurred.**

All faculty have the right to file an individual grievance, but those who were not UFF members when the incident occurred must represent themselves or retain an attorney. UFF retains the sole and exclusive right to invoke arbitration; non-members will not automatically have the right to pursue a remedy beyond the grievance process. If UFF agrees to allow a non-member to proceed to arbitration, the non-member will be responsible for the cost of the arbitration – \$2000 to \$4000 – and must provide his or her own attorney, the cost of which can exceed \$20,000. If a non-member informs the chapter of an incident, UFF *may* file a grievance on behalf of the chapter if it is believed to have chapter-wide impact on the enforcement of the collective bargaining agreement; however, that is at the discretion of the chapter.

Please be aware that you are **NOT** automatically a member of UFF. You must complete and sign a membership form and submit it to UFF in order to become a member. In addition to guaranteeing yourself free representation in any grievance and arbitration proceedings that you may need to initiate in the future, by becoming a UFF member you will:

- ✓ Strengthen the voice of faculty in negotiations;
- ✓ Support our lobbying efforts for better higher education funding and academic excellence;
- ✓ Receive professional protection by way of a free \$1 million professional liability policy;
- ✓ Obtain the right to vote in UFF elections and thereby influence UFF bargaining priorities;
- ✓ Gain access to a variety of “members only” workshops, events and services, including free life insurance policies and legal representation;
- ✓ Receive free professional publications and literature about national higher education issues.

We want to ensure that you make an informed decision at this time. Please complete and sign either the **Membership Form** or the **Acknowledgement of Non-Representation Form** and return it to UFF.

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UFF Membership Form

UFF dues are 1% of bi-weekly salary.

Please Print Complete Information

United Faculty of Florida Brevard Chapter

Last Name First Name MI

Department or Unit

Home Street Address

Campus Address & Mail Code

City State Zip Code

Office Phone Home Phone

E-mail address -- Personal/Home

E-mail address -- Office

Please enroll me immediately as a member of the United Faculty of Florida (FEA, NEA-AFT, AFL-CIO). I hereby authorize my employer to begin bi-weekly payroll deduction of United Faculty of Florida dues (1% of bi-weekly salary). This deduction authorization shall continue until revoked by me at any time upon 30 days written notice to Brevard Community College’s payroll office and to the United Faculty of Florida.

Signature (for payroll deduction authorization)

Today’s Date

Please return this form to Dr. Holly Kahler, Membership Chair, UFF-BCC Chapter, Cocoa 4 / 267