

Approved 2023.11.08

**FLORIDA POLYTECHNIC UNIVERSITY BOARD OF TRUSTEES (FPU-BOT)**  
**AND**  
**UNITED FACULTY OF FLORIDA (UFF)**  
**COLLECTIVE BARGAINING SESSION MINUTES**  
**2024-2027 Collective Bargaining Reopener**  
**Meeting #3**  
**November 1, 2023 – 4:00 pm**  
***Teams Conference Call***

ATTENDEES	HANDOUTS
<b><u>FPU-BOT BARGAINING TEAM</u></b> David Fugett, Marc Manganaro, and Eunice Alberson	<b><u>FPU-BOT PROPOSALS</u></b> <ul style="list-style-type: none"><li>• Article 4 – UFF Privileges (FPU_BOT "A")</li><li>• Article 11 – Grievance &amp; Arbitration Procedures (FPU_BOT "B")</li><li>• Article 15 – Payroll (FPU_BOT "C")</li><li>• Appendix D – Arbitration Form (FPU_BOT "D")</li></ul>
<b><u>UFF BARGAINING TEAM</u></b> Wylie Lenz, and Patrick Luck	<b><u>UFF PROPOSALS</u></b> <ul style="list-style-type: none"><li>• Article 14 – Professional Development (UFF "A")</li></ul>
<b><u>OTHER ATTENDEES</u></b> Melaine Schmiz and Sherri Pavlik	<b><u>Tentative Agreements</u></b>

David Fugett called the Collective Bargaining Reopener to order at 4:00 p.m.

The draft minutes for October 25, 2023, were provided to the UFF Bargaining Team and were approved with minor corrections.

Ground Rules were discussed and both parties agreed to informal ground rules: regularly scheduled meetings, roll call, agendas, minutes, etc.

FPU-BOT presented Articles affected by state law; proposals remain open:

- Article 4 – UFF Privileges (FPU\_BOT "A")
- Article 11 - Grievance and Arbitration Procedure (FPU\_BOT "B")
  - UFF suggested inserting a clause that would roll back the original article, should litigation or state law revert back to including arbitration
- Article 15 – Payroll (FPU\_BOT "C")
- Appendix D – Arbitration Form (FPU\_BOT "D")

UFF presented Article 14 – Professional Development (UFF "A"); discussion followed. Proposal remains open.

The meeting was adjourned at 4:29 p.m.