



**UNIVERSITY OF FLORIDA BOARD OF TRUSTEES  
COMMITTEE ON GOVERNANCE  
COMMITTEE MINUTES  
September 4, 2015  
Austin Cary Forest Learning Center  
10625 NE Waldo Road, Gainesville, Florida 32609  
Time Convened: 9:00 a.m. EDT  
Time Adjourned: 9:04 a.m. EDT**

**1.0 Verification of Quorum**

Acting Committee Chair Susan Cameron asked Vice President, General Counsel and University Secretary Jamie Lewis Keith to verify a quorum. Ms. Keith confirmed a quorum with all members present, except Trustee Christopher T. Corr and Trustee James W. Heavener.

**Committee Members present:**

Susan M. Cameron (Acting Chair), David L. Brandon, Christopher T. Corr, Steven M. Scott, David M. Thomas, Anita G. Zucker. Trustee James W. Heavener and Trustee Christopher T. Corr were unable to attend.

Others Present:

Kent Fuchs, President; Win Phillips, Executive Chief of Staff; Joseph Glover, Provost and Senior Vice President for Academic Affairs; Charles Lane, Senior Vice President and Chief Operating Officer; David S. Guzick, Senior Vice President for Health Affairs; Curtis Reynolds, Vice President for Business Affairs; Jamie Lewis Keith, Vice President, General Counsel and University Secretary; other members of the President's Cabinet; Janine Sikes, Assistant Vice President for Media and Public Relations; Becky Holt, Executive Assistant, and other members of the University community and members of the media.

**2.0 Call to Order and Welcome**

Acting Committee Chair Cameron call the meeting of the Committee on Governance to order at 9:00 a.m. EDT, welcoming all present.

**3.0 Approval of Minutes**

There were no minutes to approve.

#### **4.0 Action Items**

##### GV1 and R15-156 Collective Bargaining Impasse Process

Vice President Keith summarizes the process that the Committee is being asked to consider and approve.

- After the special magistrate conducts the magistrate’s hearing and makes his or her recommendations in a report—if either or both the union or management rejects the report--the Governance Committee would hold a public meeting during the work day to consider the special magistrate’s report and to hear the positions of the union and University management on resolution of impasse issues.
- The specific procedure is outlined in the Action Item:
  - Union and University management will each have 30 minutes to make a presentation of its position (20 minutes) and to rebut the other’s position (10 minutes).
  - One person may speak on behalf of each side.
  - Only the Committee will ask questions, and public comment will not be taken.
  - A statement of position may be presented by each side, but there will be no witnesses or evidence presented.
  - Each side will present a draft motion as its proposal for resolution of impasse issues.
- The Committee will deliberate and determine a recommended resolution of the impasse issues, and the Committee’s recommendation will be provided to the Board of Trustees for its final approval and resolution of the impasse.
- The Board of Trustees will hold a public meeting to receive the Governance Committee’s recommendation and to vote on the resolution of the impasse.
- This Governance Action Item is a final action of the Committee to establish the impasse resolution process.
- It does not require further Board Action, but exercises the authority and direction conferred on the Committee by the Board.

Acting Committee Chair Cameron asked for a motion to approve GV1 and R15-156, regarding the Collective Bargaining Impasse Resolution Process, which was made by Trustee Brandon, and a second, which was made by Trustee Zucker. The Chair asked if there were any discussion, after which she asked for all in favor and any opposed. The motion was approved unanimously.

#### **5.0 Information/Discussion Items**

There was no Information/Discussion Items.

#### **6.0 New Business**

There was no New Business to discuss.

## **7.0 Adjourn**

Acting Committee Chair Susan Cameron asked for a motion to adjourn, which was made by Trustee Brandon, and Seconded by Trustee Thomas. The Acting Chair asked for all in favor and any opposed. The motion was approved unanimously and the University of Florida Committee on Governance adjourned at 9:04 a.m. EDT.



**UNIVERSITY OF FLORIDA BOARD OF TRUSTEES  
BOARD ACTION ITEM GV1  
September 4, 2015**

**SUBJECT:** Collective Bargaining Impasse Process

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**BACKGROUND INFORMATION**

The United Faculty of Florida (UFF) has declared an impasse in collective bargaining with the University of Florida, and the Board of Trustees will be the legislative body that ultimately acts to resolve the impasse. An impasse may occur in any collective bargaining process. The Board has authorized the Board's Governance Committee to oversee collective bargaining on behalf of the Board, and the proposed action is consistent with the process by which impasses have been resolved previously. However, the proposed Resolution, R15-156, also provides for the Governance Committee to act on this occasion or whenever an impasse arises in the future.

**PROPOSED COMMITTEE ACTION**

The University of Florida Board of Trustees is asked to approve Resolution R15-156, authorizing and directing the Governance Committee of the Board, in connection with the current impasse and at any time when there is an impasse in any collective bargaining process affecting the University, to: (i) determine a process for hearing UF management's position and the union's position on each impasse issue (which process may relate to a particular impasse or any impasse that may occur at any time); (ii) conduct that process if either UF management or the union rejects the recommendation of the special magistrate who will first hear the matter; and (iii) make a recommendation to the full Board for its approval and resolution of the impasse.

**SIGNIFICANT POLICY ISSUES FOR COMMITTEE TO CONSIDER**

Board of Governors approval is not required.

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Supporting Documentation Included: See attached Resolution R15-156.

Submitted by: Joseph Glover, Provost and Senior Vice President for Academic Affairs



**UNIVERSITY OF FLORIDA BOARD OF TRUSTEES  
RESOLUTION**

**Number:** R15-156

**Subject:** Collective Bargaining Impasse Process

**Date:** September 4, 2015

At a meeting duly held on the above date, the University of Florida Board of Trustees ("Board") hereby adopts the following Resolutions:

- (A) That the Governance Committee of the Board of Trustees is authorized and directed to determine a process by which to consider the special magistrate's report, and to hear the University management and union positions, on the resolution of issues that are the subject of impasse in collective bargaining;
- (B) That the Governance Committee of the Board of Trustees is authorized and directed to conduct such process;
- (C) That the Governance Committee of the Board of Trustees is authorized and directed to make a recommendation to the Board of Trustees as to the appropriate resolution of the impasse issues following the Committee's conduct of such process;
- (D) That the actions authorized and directed under Resolutions (B) and (C) shall be implemented if and when either University management or the union rejects the report of the special magistrate who will initially hear and make a recommendation to the Board of Trustees on the resolution of impasse issues; and

- (E) That the authority and direction provided in these Resolutions shall apply to the current impasse declared by the United Faculty of Florida and at any time and from time to time when an impasse is declared in any collective bargaining process affecting the University of Florida.

Adopted this 4<sup>th</sup> day of September, 2015, by the University of Florida Board of Trustees.



Steven M. Scott, Chair



W. Kent Fuchs, President  
and Corporate Secretary