

YOUR LABOR RELATIONS UPDATES

Faculty and Librarian Update (5/26/2023)

On Tuesday May 23rd the parties entered into an agreement on Ground Rules for future negotiations. The agreement provides:

- The ground rules as agreed to shall be applicable to any successor negotiations that may occur between the date of execution and June 30, 2026. This means the parties will NOT need to engage discussion/bargaining over ground rules should there be a one-year extension agreement and successor negotiation entered within the next year.
- The parties agreed that the FSU Bargaining Team (7 members) may be accompanied in bargaining sessions by up to 30 Silent Representatives (FSU Members In Good Standing).
- Bargaining sessions may, by mutual agreement, be conducted via zoom. At such sessions Silent Representatives would be designated as 'attendees' (view-only participation).
- Bargaining for the successor agreement shall commence as soon as possible.
- All tentative agreements must be signed by designated representatives of each party and can only be reopened if the parties are unable to reach a comprehensive agreement or by mutual agreement of the parties.

The Administration awaits FSU comprehensive proposal and is prepared to start negotiations.

Faculty and Librarian Update (4/5/20223)

The Administration appointed the following individuals to represent the University:

Mickey Gallagher, Executive Director of Labor and Employee Relations

Anita Miller, Associate Vice Chancellor for Academic Affairs

Rosanna DeMarco, Associate Provost

Stephanie Walter, Dean University Libraries

Ebru Korbek-Erdogmus, Human Resources Generalist

Ben Trachman, Labor Relations Manager

Ground Rules

The parties met prior to the commencement of formal negotiations and both the Administration and FSU proposed in-person bargaining sessions. While the current collective bargaining agreement required the parties to provide initial proposals by January 15 and commence bargaining by February 1, the Administration honored the FSU's request to extend those dates to March 20 and March 29 respectively.

Subsequently, the FSU altered its proposal and said they require all bargaining sessions be conducted virtually with a hiatus of bargaining over the summer to reconvene in September. In addition, the FSU stated it would only provide advance initial proposals during the requested Zoom meeting.

The Administration attended the first scheduled bargaining session on March 29 (pictured below waiting in their caucus room) as previously agreed to with the FSU bargaining team. Unfortunately, the FSU did not attend.



Pictured Left to Right: Dean Waker, Mickey Gallagher, Ebru Korbek-Erdogmus, Associate Provost DeMarco, Associate Vice Chancellor Miller