



1. On the issue of wages for the 2008-2009 fiscal year, the magistrate suggested that the union's position of a 2.5% wage increase across the board be adopted. FAU rejected the recommendation and countered with an offering of a 1% increase across the board with a one-time \$1,000 bonus.
2. On the issue of summer course assignments, the magistrate recommended that the University's position of faculty receiving first preference in teaching one summer class rather than multiple classes be adopted. UFF rejected the recommendation and noted that this option should never have been considered seeing as though it was a new proposal.

As per regulation, when the appointed magistrate is unable to find a resolution that is agreeable to all parties, the matter goes before the Board of Trustees for final resolution. On April 15<sup>th</sup>, 2009, by form of letter, Trustee Blosser directed the subcommittee to conduct public hearings and submit their recommended to the full Board. On April 20<sup>th</sup>, 2009, the full board considered the recommendation of the subcommittee after hearing presentations and thorough discussions on the matter.

The Board of Trustees received the following recommendation for approval of all issues remaining in impasse is resolved:

1. With regard to the issue of the assignment of summer courses to faculty; it is proposed that Article VIII of the University Negotiating Team proposed on February 24<sup>th</sup>, 2009, which clarifies that priority for faculty be offered supplementary summer course assignment is one course.
2. With regard to the issue of wages for 2008-2009, the impasse is resolved by adopting the proposed Article XXIII which is dated February 20, 2009, which states that there is to be a 1% wage increase across-the-board and a one-time \$1,000 non-recurring compensation disbursement.
3. The Board of Trustees recognizes that since neither party has rejected the recommendation of the magistrate for issues regarding Article XII on notice of non re-appointment of 2007-2008 wage increases, the University's position to resolve the impasse issues as recommended.

**There was a motion to approve the recommended resolution of impasse with United Faculty of Florida (UFF) Union as presented by the Chair of the Collective Bargaining Sub Committee by Trustee Robert Stilley. The motion was seconded by Trustee Anthony Barbar.**

Chairperson Blosser provided a recap of the motion on the table and opened discussion on the matter. Trustee Janke stated that discussions have been held about this issue numerous times and while many of the Board members would like to provide the faculty with what they have requested, regrettably, at the risk of jeopardizing student programs, she must support the proposal. Trustee Adams refuted the accusation that the Board of Trustees is 'out-of-touch'. From a broad look, the economy has placed the University in a position in which there are not many options. The lack of state funding is a component, and FAU must also look at how our faculty compares to their peers in other scfsoposai mSUS

option of making the motion effective now. The November 1, 2008 date coincides with the date in which the non-union employees received their increase.

President Brogan stated that he has been on both sides of the collective bargaining process and he has faith in the process. Collective Bargaining is an emotional process that is filled with a good deal of hyperbole and rhetoric — not rhetoric that has been misspent or miscast, but certainly emotional in nature. The press uses sound bites to make points and create unrest within the process. The comment made that the BOT is ‘out-of-touch’ is an example of such instances. The BOT is well aware of federal, state and local happenings and all decisions are based on good intentions. President Brogan stated that while certain funds are not any more stable than others, there is a responsibility to spend money in a smart way. Faculty is appreciated and everything is done to ensure their interest. President Brogan concluded with thankful appreciation to the Board of Trustees, the Collective Bargaining Sub-Committee as well as the UFF.

Trustee Blosser thanked the Board for their thoughtful consideration and dedication to resolving the issues that were at hand. The decisions made today exercised the duties of the Board of Trustees to resolve issues in the best interest of the university. Trustee Blosser understands that while the faculty wants more than words and praise, she appreciates their dedication to service and to the mission of the University. It is her sentiment that all faculty and staff members should receive fair and equitable compensation, however, at the moment it is not possible. In 2006, salaries were increased by 3.6%. As long as the finances are available, the Board is more than willing to allow for compensation. From Florida Atlantic University’s 45 year old history, the Board has a responsibility to explore a broader view. The Clearwire contract cannot be relied on year after year since it is not as stable as state funding. She stated that the negotiating process has been long and difficult and has yielded an ‘us versus them’ psychology that is not reflective of the FAU community — one family doing their best to deal with family problems.

#### **V. Adjournment**

There was a motion by Trustee Sherry Plymale to adjourn the meeting. The motion was seconded by Trustee Eric Shaw. The meeting was adjourned