

USF Board of Trustees Meeting

Tuesday, October 12, 2021

Special Meeting

Microsoft Teams – 11:00am

Chair Will Weatherford convened the Special Board of Trustees meeting at 11:00 am. He welcomed and thanked everyone for participating on short notice.

The Chair gave a special thanks to the Collective Bargaining teams and to Trustees Sandy Callahan, Mike Carrere and Oscar Horton for their participation and leadership.

Chair Weatherford acknowledged the many contributions of the USF staff, Law Enforcement and Graduate students. They've worked tirelessly keeping the University safe and keeping instruction and research on track; especially during the pandemic.

Chair Will Weatherford asked Kiara Guzzo to call the roll.

Kiara Guzzo called the roll

Trustee Tim Boaz – Did not participate

Trustee Sandy Callahan

Trustee Mike Carrere

Trustee Julia Cunningham – Did not participate

Trustee Mike Griffin – Did not participate

Trustee Oscar Horton

Trustee Monbarren

Trustee Les Muma – Did not participate

Trustee Shilen Patel – Did not participate

Trustee Frederick Piccolo

Trustee John Ramil

Trustee Melissa Seixas

Trustee Will Weatherford

New Business – Action Items

FL 101 Ratify the 2021-2022 CBA between USF and AFSCME

Liz Gierbolini, Senior Associate General Counsel presented the item.

Following a hearing, the Board of Trustees adopted the recommended order from the USF Board of Trustees Labor Committee to resolve the bargaining impasse between USF and the American Federation of State, County and Municipal Employees (AFSCME). The parties have now reduced to writing a Collective Bargaining

Agreement (“CBA”) that includes (1) those issues agreed to by the parties, and (2) those disputed issues resolved by the Board at impasse. That new proposed CBA was ratified by AFSCME, and now needs ratification by the Board to go into effect. The CBA would be in effect until June 30, 2022.

Proposed action: Ratify the 2021-2022 CBA between the University of South Florida Board of Trustees and AFSCME.

Trustee Mike Carrere made comments on the long and successful process with great participation from the Labor Committee and constituents. We should be proud and accepting of the outcome.

Trustee Sandy Callahan commented that the Labor Committee has thoroughly reviewed the contract and it accurately reflects all of the negotiations that were made.

Having no further comments on item FL101 Chair Will Weatherford asked for a motion to approve, which was given by Trustee Mike Carrere, with a second from Trustee Sandy Callahan and FL 101 was approved.

FL 102 Ratify the updated 2020-2023 CBA between USF and PBA

Craig Dawson, Associate General Counsel presented the item and the proposed changes which represent the in unit law enforcement officers.

The University of South Florida and the West Central Florida Police Benevolent Association (“PBA”) reached a tentative agreement to amend two Articles under the Collective Bargaining Agreement (“CBA”) on September 17, 2021. PBA notified the University on September 30, 2021, that it has ratified the tentative agreement. Ratification by the Board is required for the new provisions to go into effect.

Proposed action: Ratify the updated 2020-2023 CBA between the University of South Florida Board of Trustees and PBA.

Trustee Oscar Horton had comments concerning the increase in compensation and the training provided to law enforcement officers. The officers leave for other employment agencies. We appear to be a farming system.

Trustee Horton asked if the University Police were eligible for the Drop Program and asked for a comparison as it relates to the Florida Retirement Plan.

USF General Council Gerard Solis provided factual information pertaining to the USF Police being eligible for the State of Florida Drop Program.

Trustee Mike Carrere commented that we should remaining competitive and continue to have a good relationship with the officers, the union and the administration.

Chair Will Weatherford asked for a motion to approve which was given by Trustee Oscar Horton and seconded by Trustee John Ramil. FL 102 was approved.

FL 103 Ratify the 2021-2022 CBA between USF and GAU

Liz Gierbolini, Senior Associate General Counsel presented FL 103.

The University of South Florida and the United Faculty of Florida/Graduate Assistants United (“UFF/GAU”) reached a tentative understanding extending their Collective Bargaining Agreement (“CBA”). GAU ratified the agreement on September 15, 2021, and ratification by the Board is required for the CBA to go into effect.

Proposed action: Ratify the 2021-2022 CBA extension between the University of South Florida Board of Trustees and GAU.

Liz Gierbolini reported that the parties have reached a tentative agreement and commented on the following items:

- A 2% bonus to Graduate Students
- Graduate Students will need to have been employed from March 13, 2020 – June 28, 2021
- Be a Graduate Assistant when the bonus was paid
- Supervisors will need to certify that the Assistant has received new or additional duties as it relates to Covid 19.
- Payment of the health insurance premiums.
- Nonfinancial items were discussed
- Change of language on the agreement (“clean up”) was discussed as well as the Tuition deferral language.

Having no comments from the Labor Committee, Chair Will Weatherford asked for a motion to approve. Trustee Oscar Horton motioned for approval with a second from Trustee Mike Carrere. Item FL 103 was approved.

Having no further business to discuss, Chair Will Weatherford thanked the Labor Committee, Administration, Trustees and everyone who participated, then adjourned the Special BOT meeting.