



Board of Trustees

**Minutes
Board of Trustees Special Meeting
University of Central Florida
October 28, 2021**

Chair Alex Martins called the Board of Trustees Special Meeting to order at 4:02 p.m.

He reminded the board that the meeting was covered by the Florida Sunshine Law and that the public and press were invited to attend.

Laura Stylianou, Assistant Director for Board Relations, called the roll and determined a quorum was present.

The following board members attended the meeting virtually: Chair Alex Martins, Vice Chair Harold Mills and Trustees Tiffany Altizer, Bill Christy, Meg Hall, Joseph Harrington, and Michael Okaty.

Trustees Joseph Conte, Caryl McAlpin and John Miklos joined via teleconference.

Trustees Jeff Condello, Danny Gaekwad and Beverly Seay were not in attendance.

PUBLIC COMMENT

There were no requests for public comment.

NEW BUSINESS

Martins called on Youndy Cook, Interim Vice President and General Counsel, to read any disclosures of conflict of interest from the trustees. There were no disclosures.

BOT-1 Article 2: Definitions, Article 7: Wages, Article 13: Change in Assignment, and Article 23: Grievance Procedure of the Collective Bargaining Agreement Between the University of Central Florida Board of Trustees and the American Federation of State, County and Municipal Employees (AFSCME)

Martins said that in the August Board of Trustees meeting, he appointed a subcommittee of the Executive Committee responsible for advising and making recommendations to the Board and president regarding collective bargaining activities. He reminded the Board of the subcommittee members: Trustee Okaty, who acts as Chair, and Trustees Christy and McAlpin.

He recognized Okaty to address the Board.

Okaty said the university has three employee unions – the United Faculty of Florida (UFF); American Federation of State, County and Municipal Employees (AFSCME); and the Police Benevolent Association (PBA). He said Maureen Binder, Associate Vice President for Human Resources and Chief HR Officer, serves as the chief negotiator for both AFSCME and PBA, the unions with collective bargaining agreements being considered today. Okaty said the Collective Bargaining Subcommittee members had been individually briefed on both contracts.

He recognized Binder to address the Board.



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Binder outlined the AFSCME and PBA collective bargaining processes.

Okaty welcomed subcommittee members Christy and McAlpin for comments. Both acknowledged that they were briefed and were comfortable with the collective bargaining processes.

Binder highlighted the negotiated articles of the AFSCME agreement.

Okaty moved to approve BOT – 1 with McAlpin providing the second.

President Alexander Cartwright acknowledged the hard work of the university's employees, particularly over the past 18 months. He said many of the staff represented through this employment agreement have worked on campus throughout the university's response to COVID-19. He said this agreement has his full support. Martins concurred with Cartwright's comments.

The trustees had the following comments:

- Conte encouraged a flexible approach to Article 13, in which the notice period was increased for reassignments. Binder commented that reassigned employees are also given a one-time \$500 payment for gas, tolls, and similar expenses. Conte asked when salaries will be renegotiated. Binder confirmed salaries are negotiated annually.
- Harrington said it will be important for the university to track national employment trends.

The motion passed unanimously.

BOT-2 Collective Bargaining Agreement Between the University of Central Florida Board of Trustees and the Central Florida Police Benevolent Association

Martins recognized Okaty, who said the subcommittee was briefed on this agreement. He asked Binder to outline significant changes to the PBA agreement, which she did.

Okaty clarified that department supervisors who serve on the university's negotiating committees are not covered under collective bargaining agreements, as management is not included in bargaining units. He said department leadership represents the university in collective bargaining with a special understanding of respective departmental concerns.

Okaty moved to approve BOT – 2 with Harrington providing the second.

Cartwright said the university's police officers are dedicated to keeping the campus safe while caring for and supporting our students, faculty and staff. He said he values their contributions to our community, the care they put into their work and the incredible services they provide 24/7, whether the campus is open or closed. He said this agreement has his full support. Martins concurred with his comments.

The trustees had the following comments:

- Conte requested clarification on the compensatory time off that is provided for mental health assessments and physicals in Article 11, which is six hours for each, annually . He asked if other university staff represented by a union were given a uniform compensation. Binder said the university gives the Facilities staff work uniforms but no outright compensation.



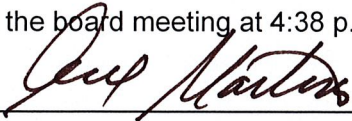
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- Mills asked how the Sunshine Law applies to collective bargaining. Cook clarified the application of the Sunshine Law to the collective bargaining process and explained that the Board votes on ratification at the conclusion of negotiations.

The motion passed unanimously.

ADJOURNMENT

Martins adjourned the board meeting at 4:38 p.m.

Reviewed by:  Date: 11.18.21
Alex Martins, Chair UCF Board of Trustees

Respectfully submitted:  Date: 11/22/21
Mike Kilbride, Associate Corporate Secretary