



Governance Committee
June 16, 2022
FIU, Modesto A. Maidique Campus, Graham Center Ballrooms

MINUTES

1. Call to Order and Chair's Remarks

The Florida International University Board of Trustees' Governance Committee meeting was called to order by Board Vice Chair Roger Tovar at 12:21 p.m. on Thursday, June 16, 2022.

General Counsel Carlos B. Castillo conducted roll call of the Governance Committee members and verified a quorum. Present were Trustees Dean C. Colson, *Board Chair (via Zoom)*; Roger Tovar, *Board Vice Chair*; Carlos A. Duarte; Natasha Lowell (*via Zoom*); Gene Prescott; and Marc D. Sarnoff.

Trustees Cesar L. Alvarez, Donna J. Hrinak, Cristhofer E. Lugo, Joerg Reinhold, and Chanel T. Rowe (*via Zoom*), and Interim University President Kenneth A. Jessell were also in attendance.

Board Vice Chair Tovar welcomed all Trustees and members of the University administration. He also welcomed Trustees attending via the virtual environment and the University community and general public accessing the meeting via the University's webcast.

2. Approval of Minutes

Board Vice Chair Tovar asked if there were any additions or corrections to the minutes of the Governance Committee meetings held on March 17, 2022, March 18, 2022, and April 26, 2022. Hearing none, a motion was made and unanimously passed to approve the minutes of the Governance Committee meetings held on March 17, 2022, March 18, 2022, and April 26, 2022

3. Action Items

G1. Updated Exclusion Resolution

Interim Provost and Executive Vice President Elizabeth M. Bejar presented the updated Exclusion Resolution for Committee review. She pointed out that the University holds a security clearance from the United States government which requires that Trustees either have a personnel security clearance at the level of the University security clearance or that they be excluded from the need for the personnel security clearance. She added that in order for Trustees to be excluded from the personnel security clearance requirement, the Board of Trustees must adopt a resolution stating that such Trustees designated by name shall not require, shall not have, and can be effectively excluded from access to all classified information in the possession of FIU, and that they do not occupy positions that would enable them to adversely affect FIU's policies or practices in the performance of classified contracts for the Department of Defense or other agencies of the National Industrial Security Program. Interim Provost Bejar indicated that the composition of the FIU Board of Trustees has changed since the adoption of the previous Exclusion Resolution in that the term of

the following Trustees ended, or will end, on the following dates: Alexander Rubido, May 8, 2022, and Joerg Reinhold, July 31, 2022, and the term of the following Trustees began, or will begin, on the following dates: Cristhofer E. Lugo, May 9, 2022, and Deanne Butchey, August 1, 2022.

A motion was made and unanimously passed that the FIU Board of Trustees Governance Committee recommend that the FIU Board of Trustees adopt a Resolution that updates the exclusion of the named members of the FIU Board of Trustees from the requirements for a personnel security clearance.

G2. Ratification of the Wage Reopener for Fiscal Years 2021-2022 and 2022-2023 for the 2020-2023 Collective Bargaining Agreement between The Florida International University Board of Trustees and Florida Public Employees Council 79, affiliate of the American Federation of State, County, and Municipal Employees, AFL-CIO (AFSCME)

Senior Vice President for Human Resources and Vice Provost of Diversity, Equity and Inclusion Euphonia K. Hudson presented, for Committee review, the wage reopener for fiscal years 2021-2022 and 2022-2023 for the 2020-2023 Collective Bargaining Agreement between the FIU Board of Trustees and AFSCME. Sr. VP Hudson indicated that the 2020-23 Collective Bargaining Agreement with AFSCME was ratified on June 16, 2021 and included wage reopeners for years 2021-22 and 2022-23. She added that the negotiation teams ratified the wage reopener proposal for 2021-22 on June 13, 2022 and agreed to a wage reopener for Fiscal Year 2022-23 to begin no later than May 2023. She mentioned that AFSCME employees are among the lowest paid employees at the University, with approximately 60% of them earning \$37,000 or less annually. She added that current economic conditions have impacted said employee group the most. She noted that in the absence of being able to offer permanent salary increases to their base pay, the University is supporting the AFSCME in-unit employees with a meaningful one-time bonus. Sr. VP Hudson pointed out that, effective July 1, 2022, all eligible in-unit employees shall receive a one-time, nonrecurring bonus equal to \$3,500 subject to applicable taxes and withholding. She stated that said bonus shall be paid in the first full pay period following ratification and that to be eligible, the employee must have been employed by the University on or before June 30, 2021 and have been continuously employed through the effective date of the salary action, not be in receipt of a notice of termination or submitted a letter of resignation, and received an overall rating of three (3) on the most recently submitted Performance Excellence Process.

Trustee Marc D. Sarnoff voiced his concern over awarding bonuses in lieu of negotiating terms and conditions during recessionary times.

A motion was made and unanimously passed that the FIU Board of Trustees Governance Committee recommend that the FIU Board of Trustees (BOT) ratify the wage reopener for fiscal years 2021-2022 and 2022-2023 of the 2020-2023 Collective Bargaining Agreement between the BOT and the Florida Public Employees Council 79, affiliate of the American Federation of State, County, and Municipal Employees, AFL-CIO (AFSCME).

4. New Business

Board Vice Chair Tovar thanked Trustee Joerg Reinhold for his service, commending his dedication to shared governance.

5. Concluding Remarks and Adjournment

With no other business, Board Vice Chair Roger Tovar adjourned the meeting of the Florida International University Board of Trustees Governance Committee on Thursday, June 16, 2022 at 12:34 p.m.