

ST. JOHNS RIVER STATE COLLEGE  
DISTRICT BOARD OF TRUSTEES  
Palatka, Florida

August 22, 2018

MEMBERS PRESENT:

Mr. Sam Garrison, Clay County, Chairperson  
Mr. Wendell Davis, Clay County, Vice-Chairperson  
Ms. Denise M. Bramlitt, Putnam County  
Mr. Brian Keith, Putnam County  
Ms. Marlene Lagassé, Putnam County

OTHERS PRESENT:

Joe H. Pickens, J.D., Executive Secretary  
Mr. Ron Brown, Attorney for the Board

MEMBERS ABSENT:

The workshop was held in the Criminal Justice Multipurpose Room J-149, St. Augustine Campus. Chairman Sam Garrison called the workshop to order. SVP Melissa Miller introduced Attorney Jim Crosland with Bryant Miller Olive.

Mr. Crosland explained that his firm represents labor and employment law with much experience in the educational field. He presented a PowerPoint on "Faculty Organizing: Practical & Legal Issues."

Mr. Crosland overviewed where we are in the process and the timeline for the hearing to determine the appropriateness of a bargaining unit. He explained the election process.

Mr. Crosland overviewed the general rules of behavior during these campaigns. He discussed permissible talking points. He explained what employees should know. He discussed the importance of voting.

Mr. Crosland discussed misconceptions and facts regarding bargaining. Following a question, he explained the Board can meet in Legal Executive Session, in which no record is kept.

Mr. Crosland overviewed the subjects of bargaining including mandatory and permissive. He also discussed managerial rights. He explained what happens during an impasse. He explained the Board of Trustees makes the final decision whether to follow, modify, or reject any recommendation made by the Special Magistrate.

Board Chairman Sam Garrison made remarks. President Pickens made remarks.

Mr. Crosland explained that if a union is organized, the Board will become a “party”. If negotiations do not result in a contract and an impasse is declared, then the special magistrate process happens.

Questions and answers followed.

Ms. Lagassé moved to adjourn and Mr. Davis seconded the motion. Motion carried (Bramlitt, Davis, Garrison, Keith, Lagassé — Yes) and Chairperson Garrison adjourned the workshop at 2:56 p.m.