



## LOCAL 1796 WILLIAM PATERSON UNIVERSITY

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SUSANNA TARDI, Ph.D., PRESIDENT

### AFT LOCAL 1796

at

#### William Paterson University of New Jersey Minutes of General and Executive/Local Council Meeting

Date: October 21, 2003

Lunch was served

Location: SC 203, 204, 205

Time: 12:45pm - 1:55pm (Approximate)

Present: Susanna Tardi, Charles Magistro, Linda Gazzillo Diaz, Aria Cheo, Diana Peck, Marty Rudnick, Robert Murphy, Cindy Simon, Robert Bing, Judy Matthew, Iris DiMaio, Claudia Goldstein, Song Chung, Chriss Williams, Daphne Joslin, John Najarian, Marion Turkish, Phoebe Jackson, David Stern, Stacy Walker, Joanne Cho, Esther Martinez, Chris Holle, Djanna Hill, Peter Stein, Arlene Scala, Bob Wolk, Ed Matthews, Alan Schaefer, Shari Selke, Michael Giorgio, Jackie Hill, Eleanor Goldstein, Louis Rivela, Linda Dye, Amy Giovanetti, Florence Omachonu, Sherry Xu, Jane Hutchison, Christopher Conzen, Rodney Cauthen, Jan Pinkston, Muroki Mwaura, Aubyn Lewis, Andy McCarthy

#### *Items distributed to the Council and general membership:*

- 1) Proposed 10/21/2003 meeting agenda
- 2) Minutes of 09/16/2003 meeting (second distribution)
- 3) Results of Contract Agreement Ratifications: Overall
- 4) Results of Contract Agreement Ratifications: Local 1796
- 5) Number of positions for Faculty Promotions, Faculty Range Adjustments and Professional Staff Performance-based Promotions
- 6) Message from Charles Magistro/Grievance Officer
- 7) Report from Linda Gazzillo Diaz/Chief Negotiator, Local Negotiations
- 8) Flyers/Announcement From Political Science Department: Lecture by Dr. Gordon Lafer

**Reminder!! Next Meeting Date: Tuesday: 11/18/03, Room: SC203-205**

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- NOTE:**
1. All motions were approved unanimously unless stated otherwise.
  2. All follow up work to be carried out are in italics.
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1. Call to Order-

The meeting was called to order by Sue Tardi at about 12:45pm. The quorum was reached then. The meeting proceeded according to the proposed agenda. Bob Bing is the Parliamentarian for this meeting.

2. Approval of agenda –

Motion: To approve the agenda as presented:

Moved by John Najarian, seconded by Esther Martinez. The motion passed.

3. Approval of September 16, 2003 Minutes

Motion: To approve the minutes of 09/16/03 meeting as presented

John Najarian moved. Linda Dye seconded. The motion passed.

Note: Contact Aria Cheo after the meeting, if any additional changes are needed

4. Presentation of Student Scholarship Awards: 2 awards \$500 each toward tuition & fees:

Recipients are:

- a. Resheda Towns
- b. Daryl Oclaret

Sue Tardi presented the award to Daryl Oclaret who was present at the meeting. Resheda Towns received the award separately. The members congratulated Daryl for his accomplishments.

5. President's Report- Sue Tardi:

a. Tentative Agreement Ratification Update:

Sue Tardi thanked all for their support on the voting for the Tentative Agreement. The results are distributed to the members. At our Local, 60% opposed the Agreement recommended by the Council. (RE: distribution #3 and #4). Sue Tardi brought this result to President Speert's attention when she met with him at breakfast Monday, 10/20/03. We now may resume our local negotiations with the Administration. Sue Tardi acknowledged the hard work and dedication of the Negotiation's Leadership Team.

Comments and Q/A: Where we go from here?

- Locally, we may address several non-economic issues and seek resumption of negotiations.
- Try to construct a set of by-laws for the Council to include issues related to contract negotiations.
- At Kean University, about 200 adjuncts did not get to vote.

- The arbitrator seemed biased against us.
- b. CNJSCL Meeting  
The meeting was held on Friday, 10/10/03.
  - There was a motion to approve the ratification process. After much debate, we lost the vote by 10 (27 yes and 17 no). **Montclair did not come to this meeting.** If they did, we might have had at least a tie.
  - Bob Bing added that the fact is that our Council President, **Nick Yovnello agreed** to the economic package without any communication with the Negotiation Team. This was totally against the initial agreement made among our negotiation team. **We would not talk** about the economic package before the non-economic package is agreed upon.

A spontaneous motion from the floor was offered to send a message to the Council:

Motion: The Membership of Local 1796 to vote a “no-confidence” vote of Nick Yovnello. A recommendation was made to send this result to the Council members as a whole.

Moved by Jane Hutchison, seconded by Peter Stein. A discussion ensued as to whether we send this result to National as well.

The motion passed as it was stipulated originally.

Motion: To postpone the discussion on the issue regarding the suggestion that we send out our no-confidence vote of Nick Yovnello to National AFT.

Moved by Linda Dye, seconded by Bob Wolk. The motion passed.

- Sue Tardi urged all to make effort to recruit more members to join our Local so that we may gain additional delegates to the Council. Ellie Goldstein will contact department reps for the recruitment task.

Motion: To extend the order of the day by 15 minutes.

Moved by Diana Peck, seconded by Linda Gazzillo Diaz. The motion passed.

(Back to the agenda)

- c. Board of Trustees Meeting  
Sue Tardi explained that the resolution did not go to the BOT as voted. The student part was deleted. Sue Tardi read the resolution (with slight modification) at the last BOT meeting. The BOT members commended Sue Tardi for her professionalism. Sue Tardi thanked the members who attended the BOT meeting, Charles Magistro, Bob Murphy, Linda Gazzillo, Esther Martinez, Iris DiMaio, Cindy Simon and Amy Giovanetti. All members are urged to try to attend BOT meetings in future.
- d. Faculty Promotion/Range Adjustment/ Professional Staff Performance-Based promotions:  
The numbers for each category have been published. All are encouraged to apply, and contact the AFT office for any help.

6. Grievance Officer's Report- Charles Magistro:
  - a. On the issue of faculty voting in departments while on sabbatical leave:  
We presented the case. It's now at the level of arbitration.
  - b. Non-Retention issue: Faculty need to follow the process published in the Faculty/Staff Handbook. The process has been polluted by department Retention Committees due to lack of knowledge of the democratic process stipulated in the Handbook. The Department senior faculty members also need to mentor non-tenured faculty. Charles Magistro urged all members to utilize department by-laws and the Executive Council of AFT Local 1796 if applicable.
  - c. A message (RE: Distribution item #6) from Charles to unit members was distributed. Charles urged members to first contact the AFT office for help regarding matters related to retention etc., before going to the Administration. Do not go to Allison Boucher or President Speert without receiving counseling from Charles and/or Sue Tardi.
  
7. Chief Negotiator's Report- Linda Gazzillo Diaz:

Linda distributed the status of local negotiation items. (RE: distribution item #7)  
Currently, these are the items which are still not resolved:

  - a. Internship Compensation
  - b. Voluntary Furlough Program
  - c. Voting in Department and Serving on Committees while on Sabbatical
  - d. Release Time for AFT Local 1796 Leadership
  - e. Performance-Based Professional Staff Promotion Policy
  - f. Faculty Range Adjustment Program Policy

Agenda Item #8, 9 and 10 were postponed and moved up to the beginning of the next meeting before the President's report

11. New Business-
  - a. Christine Kelly (Political Science Representative) Announcement  
Christine distributed a flyer announcing a lecture by Dr. Gordon Lafer sponsored by the Provost's Office and Department of Political Science: 11/6/03 at 2:00pm in Cheng's Library.

Respectfully submitted,

Aria Cheo (11/03/2003)