



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: November 18, 2003

Lunch was served

Location: SC 203, 204, 205

Time: 12:30pm - 1:50pm (Approximate)

Present: Susanna Tardi, Charles Magistro, Linda Gazzillo Diaz, Aria Cheo, Marty Rudnick, Robert Murphy, Cindy Simon, Robert Bing, Judy Matthew, Cindy Simon, Iris DiMaio, James Wilkerson, Maria Villar, Claudia Goldstein, Song Chung, **Chriss Williams, Daphne Joslin, John Najarian, Marion Turkish, Stacy Walker, Joanne Cho, Steve Betts, Kem Louie, John Peterman, Al Montare, Djanna Hill, Peter Stein, Henry Hewik, Bob Wolk, Jackie Hill, Eleanor Goldstein, Louis Rivela, Kevin Martus, Linda Dye, Amy Giovanetti, Florence Omachonu, Jane Hutchison, Amber Charlebois, Rodney Cauthen, Irwin Nack, Joseph Poletto, Andy McCarthy, Vincent Vicari**

Guest: Vincent Baldassano

Items distributed to the Council and general membership:

- 1) Proposed 11/18/2003 meeting agenda
- 2) Minutes of 10/21/2003 meeting (second distribution)
- 3) Telephone Directory Information Request Form
- 4) Message from Charles Magistro/VP Grievance Officer
- 5) Local Negotiation Status Report from Linda Gazzillo Diaz/VP Chief Negotiation Officer

Item circulated: Financial Consultant Report

Reminder!! Next Meeting Date: Tuesday: 12/16/03, 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 italic.*
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1. Call to Order-
The meeting was called to order by Sue Tardi about 12:45pm. A quorum was reached then. The meeting proceeded according to the proposed agenda. Sue Tardi requested that Lou Rivela serves as Parliamentarian for this meeting.
2. Approval of agenda –
Motion: To approve the agenda as presented:
Moved by Judy Matthew, seconded by Lou Rivela. The motion passed.
3. Approval of October 21, 2003 meeting minutes
Motion: To approve the minutes of 10/21/03 meeting as presented
Kevin Martus moved, Charles Magistro seconded. The motion passed.
Note: Contact Aria Cheo after the meeting if any additional changes are needed
4. Financial Consultant Report- Vincent Baldassano:
Vincent Baldassano went over items included in the report. He suggested one change for our future investment. He will present this proposal to the Executive Board for their consideration. On behalf of the membership, Sue Tardi thanked Vincent for his dedication in serving as our Local's Financial Consultant.
5. President's Report- Sue Tardi:
 - a. Update on meeting with President
Sue Tardi had a breakfast meeting with President Speert. The meeting was cordial. Speert has agreed to resume local negotiations.
 - b. Change of attorney:
The attorney we have been using is also the attorney to the Council. There could present conflict of interest on her part when we have problem with Council. John McAusland has been serving as our attorney for the past few months regarding contract negotiation and ratification. John McAusland has done a very thorough job for us. The Executive Board has left this determination of change of attorney to Sue Tardi. Sue has decided to have John McAusland as our attorney effective immediately.
 - c. ART Process Clarification Meeting:
Problems/Questions with Committee scoring system have been brought to Local leadership's attention. Sue Tardi has presented this concern to Nina Jemmott. There will be a meeting set up with Sue Tardi, Linda Gazzillo Diaz and Nina Jemmott and Bill Duffy (a long standing member of the ART Committee).

Question from the membership: Is there a union rep to ART committee?

Sue Tardi responded: No.

Comment: Sue Tardi: Linda Gazzillo Diaz and Sue Tardi have been working on an “alternate assignment” (reduction in teaching load) program. Linda and Sue have been collecting existing models in the nation via the Internet. Linda Gazzillo and Sue Tardi will develop a feasible proposal and meet with the Administration.

6. President Emeritus’ Report- Bob Bing:

Censorship of AFT members’ e-mail distribution is the issue. According to our past record this had happened during the leadership of Linda Dye and Bob Bing. We were able to resolve this issue and administration lifted the censor. They interpreted email for “political purpose” to include contract negotiation and ratification. In fact “political” in union business means involvement in the political campaign for municipality, state, and national election and not contract negotiations etc.

There was a meeting with Allison Boucher. Participants from our side were: Bob Bing, Charles Magistro, Linda Gazzillo Diaz and Bennett Muraskin from Council. After some discussion, the administration agreed to lift the censor, but the issue of technological assistance in forming a list of unit and non-unit members has not been resolved.

7. Grievance Officer’s Report-Charles Magistro:

a. Charles Magistro distributed a message to all unit members to seek advice and help from AFT leadership when one encounters non-retention. A written message to the faculty and staff was distributed at the meeting.

Up to this point all faculty members who received negative presidential recommendation are 4th year faculty. Article “O” of the new contract may be contributing to this.

b. Charles Magistro emphasized that senior faculty need to work with and mentor the probational faculty members, e.g. help them to prepare their retention folders, etc.

c. AFT Local 1796 will resume conducting workshops for Faculty Retention and Range adjustments and Professional Staff performance-based promotions.

d. Unit members came to the AFT Local and requested the Union’s help but at the same time they have expressed fear of administration’s retaliation for their association with the Union. Charles Magistro, Sue Tardi and Bob Bing reiterated that the only thing the Union does is to assist members, and past pattern from the Administration shows no such reprisal from Administration. Members are urged to feel free to contact AFT leadership and use their resources to assist with their problems/concerns.

Comment:

Sue Tardi added that at Kean University 40% of non-tenured faculty members did not receive re-appointment. Given that the administration now has the power to hire multi-year, non-tenure-track faculty (Article XIII. O), they will exercise this power.

8. Negotiation Officer's Report- Linda Gazzillo Diaz:

Linda Gazzillo distributed her written report on current status of local negotiations.

- a. Voting while on sabbatical leave was brought to a vote **in the Senate**. **With only 1** abstention, the Senate approved a resolution: to support **Faculty rights to vote and serve on committees on a voluntary basis while on sabbatical leave.**
- b. The remaining negotiation items, internship etc. are listed **in the written report.**

9. Treasurer's Report- Marty Rudnick:

- a. Attorney' fee: Montclair agreed to cover 1/3rd of the cost
- b. Recommendation to increase pay for M. Llarull
Sue Tardi explained that, Marcelo Llarull has worked much beyond his job description in re-designing the Union's web-site and establishing an AFT e-mail system, etc. **The Executive Board recommends that he be compensated by one additional credit for Fall 2003.**
Motion: **To approve one additional credit pay for Marcelo Llarull for Fall 2003 to compensate him for his extra work.**
Moved by Peter Stein, Al Montare, seconded. **The motion passed.**
- c. Budget Concern
We do not have budget concerns at this time. **All expenditures have been budgeted.**
- d. Expense Reimbursement within 30 days:
This is a reminder to members: **All expense reimbursement must be submitted to the AFT office within 30 days after the end of the fiscal year (August 1).**
- e. IRS Refund:
The Union was able to recover the amount IRS took out from **our account for the past** underpayment (prior to April 2003). Thanks to the persuasion of Sue Tardi and Matt Buckworth (our Accountant) we received a refund from the IRS.

10. Communication Officer's Report-Sue Tardi:

Diana Peck will complete the Inclusive shortly.

11. Professional Staff Officer's Report-Bob Murphy:

- a. Performance-Based Promotion has 4 openings. Urge members to apply
- b. A special professional staff meeting will be held this **Thursday, Nov. 20th at 12:30pm to talk** about Performance based promotion.
- c. Call Bob Murphy or Iris DiMaio for more information.

- a. Violation of the contract has occurred on the professional staff promotion. *Members need to become more familiar with BOT meeting packet content.* The Union is only concerned about a fair, equitable process/procedure being applied to all. It does not count if it impedes any member(s) from receiving the upgrades they deserve.

12. Librarian Officer's Report- Judy Matthew:

Librarians are going through retention process and have not encountered problems.

13. Adjunct/COPE Officer's Report-Cindy Simon:

- a. The State has forwarded information to us regarding adjunct faculty, buying into the State Health Benefits program. This information has been posted on the Union's web site.
- b. All of the candidates we endorsed won the election/re-election with the exception of Irwin Nack who ran a good race for Bergen County Freeholder. Specific mention was made of Coniglio, Sarlo, and Karchar who were in tight races and Lois Cuccinello who ran for Passaic County Freeholder to whom we donated \$50.00.

14. Old Business-Sue Tardi:

Burt Weltman has resigned from the position of Assistant Grievance Officer, due to unforeseen personal matters. On behalf of the entire unit, Sue Tardi thanked him for his help and work.

15. New Business-

- a. Peter Stein:
US Congress is now considering the prescription plan (1,700 pages) associated with Medicare program. Should we address this matter as a group?
Irwin Nack also expressed concern and need for Union action.
- b. Chriss Williams questioned the appropriateness of Union involvement in this political issue.

16. Order of the day (1:35pm)

Parliamentarian reminded the group that there is a need to extend the order of the day.

Motion: To extend the order of the day by 5 minutes:

Moved by Linda Gazzillo Diaz, Judy Matthew seconded. The motion passed

After some continued discussion on item 13, a:

It was agreed that Peter Stein, Chriss Williams and Irwin Nack get together and collect more information, and bring back information to this body for discussion.

In the absence of additional information, Sue Tardi recommended that the issue is placed on the next General and Executive Local Council Agenda to provide opportunities to collect further data and allow members to provide input.

17. Adjournment:

: to adjourn the meeting:

Al Montare moved, Lou Rivela seconded. The meeting was adjourned approximately at 1:45pm.

Respectfully submitted,

Aria Cheo (11/25/2003)