



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: December 16, 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, Diana Peck, Marty Rudnick, Robert Murphy, Cindy Simon, Robert Bing, Judy Matthew, Iris DiMaio, Claudia Goldstein, Song Chung, Marion Turkish, Phoebe Jackson, David Stern, Joanne Cho, Esther Martinez, Al Montare, Peter Stein, Arlene Scala, Bob Wolk, Richard Kearney, Ed Matthews, Alan Schaefer, Shari Selke, Eleanor Goldstein, Louis Rivela, Kevin Martus, Florence Omachonu, Jan Pinkston Monors, Irwin Nack, Andy McCarthy, Muroki Mwaura, Todd Taylor

Items distributed to the Council and general membership:

- 1) Proposed 12/16/03 meeting agenda
- 2) Minutes of 11/18/03 meeting (second distribution)
- 3) Inclusive Vol. 13, Issue 3
- 4) Documents regarding AFT Leadership Release Time
- 5) Materials Related to Medicare legislation that was passed by the Congress and Signed by President Bush - distributed by Peter Stein

Reminder!! Next Meeting Date: Tuesday: 02/17/04, Room: SC203-205

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

1. Call to Order-

The meeting was called to order by Sue Tardi about 12:40pm. After reaching a quorum then, Sue Tardi requested that Irwin Nack serve as Parliamentarian for this meeting.

2. Approval of agenda –

Motion: To approve the agenda as presented:

Moved by Judy Matthew, seconded by Diana Peck. The motion passed.

3. Approval of November 18, 2003 meeting minutes

Motion: To approve the minutes of 11/18/03 meeting as presented

Bob Bing moved, Marion Turkish seconded. The motion passed.

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

4. President's Report- Sue Tardi:

a. Union leadership compensation and release time:

While acknowledging Union leadership's increase in time spent in mediation, policy clarification, training workshops, and servicing the needs of a larger local (the inclusion of adjunct faculty), the Administration refused to provide compensation for any part of this additional work. Sue Tardi received a letter, dated November 24, 2003, from Arnie Speert, stating that we need to pay back \$16,495 for Fall 2002 and Spring 2003. Speert further stated that he is waiving the Spring 2002 payment of \$8,775. Sue Tardi wrote a letter of response to Speert on December 4, 2003, regarding this issue. She clarified that payment of release time for Spring 2002 was never an issue.

Thus Administration is not waiving anything. Sue Tardi further stated that since the Administration did not value the additional mediation efforts of the Union leadership, effective immediately these efforts would cease.

Union leadership's release time is also being threatened. Council has stated that there is an attempt to only allow 3 credits of Union leadership release time per semester. Locals will not be permitted to "purchase" additional release time. This can only be interpreted as "Union busting."

Comment: A suggestion was made to quantify the number of days/hours for the work we provide to reduce the number of grievances.

b. NJSCL Council:

- 1) Bob Murphy and Sue Tardi attended the Executive Committee meeting. The Council leadership is pushing to purchase a building. Our Local is opposing this purchase. We cannot become a landlord. Maintenance and other issues are of great concern to this Local.
- 2) Kean University's protest rally regarding non-retention of faculty was successful. The University reversed a number of its faculty retention decisions.

c. Attorney-Policy Issues:

Our attorney is reviewing the University's Ethics Policy to assure that it does not violate members' rights.

5. **President Emeritus Report- Bob Bing:**

The AFT mass email delivery issue remains unresolved. Linda Gazzillo Diaz and Bob Bing met with Allison Boucher (administrative representative). They pointed out that administration has the capability of just two clicks to give us the list whereas the Union would have to pay someone for hours of work to accomplish the same task. IT personnel can help to facilitate this transaction.

6. **VP/Grievance Officer's Report- Charles Magistro:**

- a. When a Union member meets with the Administration on retention matters, she/he should make sure to have a union representative present. Call the AFT for such assistance.
- b. There are cases in which the rights of faculty have been violated. When a person makes accusation, the individual who makes the accusation cannot be protected. Unit members must have the right to know who made the accusation. The right to "due process" must be followed.
- c. The issue of voting while on sabbatical leave is now at arbitration (Step I). Faculty rights must be protected. Past practice has provided faculty the right to vote while on sabbatical leave. The Faculty Senate also recently voted to support this position.
- d. ART Committee Structure:
A number of faculty members stated that they did not receive ART. They questioned the fairness of the process. It was agreed that union should send an observer to see that there is fairness and equity in the evaluation process.

Motion: To send an AFT observer to ART Committee

Moved by Peter Stein, seconded by Irwin Nack. The motion passed.

Sue Tardi will communicate this voting result to the administration.

7. **VP/Chief Negotiator's Report- Linda Gazzillo Diaz:**

- a. Last Wednesday Linda Gazzillo Diaz, Bob Murphy and Bob Bing were scheduled to meet with administration regarding:
 - 1) Comp Time
 - 2) Faculty Range Adjustment Policy
 - 3) Multi-year Retention Policy
 - 4) Internship compensation

15 minutes before the meeting time, administration cancelled the meeting. The meeting is re-scheduled for 01/06/04.

- b. Sue Tardi met with Nina Jemmot and Bill Duffy. Sue Tardi went over ART application evaluation criteria. There are 7 categories and altogether 45 points. Each member of the committee votes on each category. We will publish these criteria on the web-site to let all of the members know of these evaluation criteria.
- c. Soon an alternate assignment program will be presented to the Administration. The Union leadership is attempting to address unresolved Master Contract issues at the local level. This was part of the "table talk" during negotiations.

The Parliamentarian reminded the President that we need to extend the order of the day:

Motion: To extend the order of the day by 10 minutes:

Moved by Joanne Cho, seconded by Arlene Scala. The motion passed.

8. Librarian Officer's Report- Judy Matthew:

Nothing to report at this time

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

- a. A workshop for Professional Staff Performed Based Promotions (PSPBP) will be held tomorrow at the AFT Office at 12:30pm. 12 individuals expressed interest in applying.
- b. The workshop will also include information on the multi-year contract retention process.
- c. Linda Gazzillo Diaz and Bob Murphy will forward the document regarding negotiation on comp time etc. to Allison Boucher.

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

The State put an announcement out regarding participation of adjunct faculty in buying into the group health insurance plan.

11. Communication Officer's Report- Diana Peck: Inclusive was distributed.

12. Old Business-Medicare Issue: presented by Peter Stein, Irwin Nack and Chriss Williams:

Documents related to this issue and concern for this issue were distributed. AARP's support on this bill appears to be a conflict of interest.

13. New Business- Sue Tardi:

Sue Tardi will invite Barbara Hoerner from the Council to give us an in-depth analysis of the health benefit issues.

14. Adjournment:

Motion: to adjourn the meeting:

Al Montare moved, Charles Magistro seconded. The meeting was adjourned at approximately 1:50pm.

Respectfully submitted,

Aria Cheo (12/20/2003)