



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: February 17, 2004

Lunch was served

Location: SC 203, 204, 205

Time: 12:50pm - 2:10pm (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, Song Chung, Daphne Joslin, John Najarian, Florence Omachonu (for Marion Turkish), Phoebe Jackson, David Stern, Esther Martinez, Steve Betts, Kem Louie, Christine Kelly, Al Montare, Henry Heluk, Bob Wolk, Shari Selke, Jackie Hill, Eleanor Goldstein, Linda Dye, Sherry Xu, Louis Rivela, Joyce Heavey, Michele Morabito, Susan Rienstra, Jane Hutchison, Amy Giovanetti, Ted Clancy, Robert Kovalski, Rodney Cauthen

Items distributed to the Council and general membership:

- 1) Proposed 02/17/04 meeting agenda
- 2) Minutes of 12/16/03 meeting (second distribution)

Reminder!! Next Meeting Date: Tuesday: 03/23/04, 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 at about 12:45pm. The quorum was reached then. The meeting proceeded according to the proposed agenda.

2. Approval of agenda –

Motion: To approve the agenda as presented:

Moved by Al Montare, seconded by Florence Omachonu. The motion passed.

3. Approval of December 16, 2003 meeting minutes

Motion: To approve the minutes of 12/16/03 meeting as presented

Al Montare moved, Diana Peck seconded. The motion passed.

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

4. President's Report- Sue Tardi:

a. CNJSCL Update:

- 1) The Resolution (No confidence vote against Nick Yovnello) was reported and presented to the Council at the 1/30/04 Council meeting. Sue Tardi informed the Council members that membership of the Local 1796 did not want to break away from the Council however, we need the Council to make changes in the Master Contract negotiation and ratification processes that better serve our members. The Council is in the process of modifying its Constitution. A Committee has been formed. Sue Tardi is a member. Bob Bing was nominated from the floor as a member.
- 2) The Council is trying to find a new location for the organization. The current location's lease will expire soon. Its facilities do not comply with the laws under the American Disabilities Act. The Council is looking to purchase a building. It could gain more space with extra rooms that can be rented out. Our Local opposes this idea. We cannot function as a landlord. A committee was formed to look into the relocation of the Council. Sue Tardi is a member of this committee.

b. Assessment and Evaluation:

Sue Tardi reminded members that there is a distinct differentiation between assessment and evaluation. Assessment should be faculty driven with no punitive action applying to faculty due to this process. The evaluation process is also faculty driven but punitive action may apply as the result of evaluation.

Student evaluations are generated by each department and reviewed by the Union. On-line course evaluations should follow the same process.

The Senate Assessment Council submitted a resolution to address the role of faculty in the assessment process. It was withdrawn at the last Senate meeting pending discussion with the Provost.

Comment: Some Deans are telling the faculty that assessment and evaluation are interchangeable. This is in error. Sue Tardi reminded all to be careful in conducting assessments and evaluations. At the conclusion of the last Middle-States assessment, we lost several programs. The Administration has established the Office of Planning Research and Assessment as the central location for housing assessment documents. The Union is concerned with the process by which

the process by which this will be accomplished will accomplish this. Members should go back to their departments and bring up this issue at the monthly department meeting. Sue Tardi reminded the members to call if union assistance is needed.

c. Interim Librarian Officer Election:

Judy Matthew has decided to leave the Executive Board. It's a great loss to the Board. She will remain as the Council Recording Secretary. Nomination was opened to the membership.

Motion: To nominate Bob Wolk as the Interim Librarian Representative to the Executive Board.

Moved by Al Montare, Arlene Scala seconded . The motion passed.

Sue Tardi welcomed Bob Wolk to the Executive Board.

Motion: To thank Judy Matthew for all her work and many contributions to the Local.

Moved: Linda Gazzillo Diaz, Seconded: Linda Dye. The motion passed. (this motion was received with a loud applause)

d) Political Action Directory:

The name will be changed to "AFT Local 1796 Communication Directory". Projected date of completion of the updated directory is March 2004. It was suggested we also include the information regarding legislators and congressional districts.

Motion: To include all pertinent information regarding legislators and voting district membership in the updated AFT Local 1796 Communication Directory

Moved by Christine Kelly, and seconded by Arlene Scala. The motion passed.

Comment: The addition of home e-mail addresses of the members would be useful.

5. President Emeritus Report- Bob Bing:

Bob Bing presented one issue. It's a never-ending problem to be able to obtain a unit membership list from the Administration. It takes only two clicks to produce the list. The Administration will not allow the IRT members to assist the Union in this process. A Step 1 grievance has been filed without any resolution. We will continue to work on this problem.

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

a. Two Step 1 grievances have been filed. One will go through a hearing and the other was withdrawn by the member. One of these issues involved infringement of academic freedom and also student accusations. Accusations against any member of the bargaining unit need to come with the name and nature of the accusation in writing. Members' rights need to be protected.

Due process must be implemented in these cases. Charles Magistro clarified that when a person makes an accusation, the individual who makes the accusation cannot be protected. They need to come face to face with the accused. The Deans and/or any other administrator cannot keep the accusers' name secret. Contact Sue Tardi and/or Charles Magistro if any unit member encounters this situation.

- b. A Dean accused a faculty member of not attending a class, the faculty member was actually teaching a hybrid course. The definition of a hybrid course needs to be clarified.

Comment: Faculty are being encouraged to add technology into their teaching but simultaneously being accused of not fulfilling contract standards of class attendance.

It's important to let the department know when faculty moves the class to a different location, e.g. Library or lab.

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

- a. During the break, Linda Gazzillo, Bob Murphy and Iris DiMaio met with the Administration. To discuss the following areas: Professional Staff Performance-Based Promotion, Multi-year contract renewal procedure and Faculty Range Adjustment. Our Team submitted revised proposals. We are waiting for the Administration to make their recommended revisions.

- b. One-on-one internships:

The Provost would not agree to the compensation recommended by the Union for the one-on-one internship. Union leadership is recommending that faculty not participate in an unpaid one-on-one internship. Just say "NO!"

Motion: The AFT Local 1796 recommends that faculty not be involved in one-on-one internships without appropriate compensation.

Linda Dye moved, Al Montare seconded. The motion passed.

Comment from the floor: While not a negotiation issue members have claimed that there has been a modification in health services on the campus. Currently, faculty and staff can only use the University health services for emergency purposes. Blood pressure and weight screening are done only as a courtesy.

Sue Tardi and Linda Gazzillo will discuss utilization of health services with the Provost

- c. Alternate Assignment:

The Union has submitted a concept proposal regarding Alternate Assignment (a reduction in teaching load) to Provost.

The Provost stressed that there is no difficulty in hiring and retaining faculty and there is no morale problem due to the lack of this program. The fact is that by September 2004, five of our sister university/colleges will have this program in effect.

Comment:

Department representatives should go back to their departments and discuss the alternate assignment program and send their recommendations to the Union office.

Motion: To have each department deliberate the Alternate Assignment Program and to make it public that many of our sister institutions will have this in place September 2004.

Moved by Al Montare, Judy Matthew seconded. The motion passed.

Each department representative will follow through regarding Alternate Assignment programs as stipulated in the above motion.

Motion: At the next meeting, we should devote sufficient time to this issue.

Linda Dye moved, Esther Martinez seconded. The motion passed.

At 2:10pm it was decided that the remaining items on the agenda, #8 through 11, will be addressed at a future meeting.

8. Professional Staff Officer's Report

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

10. Old Business-

11. New Business-

12. Adjournment-

Motion: to adjourn the meeting:

Al Montare moved, Charles Magistro seconded. The meeting was adjourned at approximately 2:10pm.

Respectfully submitted,

Aria Cheo (02/23/2004)

