

**LOCAL 1796**  
**At**  
**William Paterson University of New Jersey**  
**General and Executive/Local Council Meeting**

**Date:** February 15, 2005  
**Location:** Student Center, Room 203-205  
**Time:** 12:30 pm – 1:30 pm

**Present:** Stephen Betts (Marketing and Management), Bob Bing, Rodney Cauthen (Alumni Relations), Robert Chesney (Biology), Tashi Colon (Admissions), Linda Gazzillo Diaz, Iris DiMaio, Donna Fengya (Mathematics), Amy Giovanetti (Exercise and Movement Science), Claudia Goldstein (Art), Phoebe Jackson (English), Jim Kennedy (Mathematics), Christine Kelly (Political Science), Kem Louie (Nursing), Charles Magistro, Judy Matthew (Library), Ed Matthews, Alberto Montare (Psychology), Irwin Nack (History), John Najarian (Computer Science), John Peterman (Philosophy), Eswar Phadia (Mathematics), Janelle Pinkston (Professional Staff), Lou Rivela (Chemistry and Physics), Marty Rudnick, Arlene Scala (Women's Studies), Al Schaefer (University Performing Arts), Shari Selke, Jebaroja Singh (Women's Studies), David Stern (Environmental Science and Geography), Paul Swanson (Economics and Finance), Sue Tardi, Stacy Toriello (Financial Aid), Marion Turkish (Elementary and Early Childhood Education), Diana Van Boerum (Financial Aid), Miryam Wahrman (Faculty Senate), James Wilkerson (Accounting and Law), Chriss Williams (Communication), Robert Wolk, Lianzan Xu (Accounting and Law), Sherry Xu (Information Systems), La Toro Yates (Admissions), Joo Kwang Yun (Accounting and Law)

**Items distributed to the Council and General Membership:**

- 1) Agenda
- 2) General and Executive/Local Council Meeting
- 3) Educators to Stop the War
- 4) Teach-in Toolkit: Workers Rights Are Human Rights
- 5) Power Point Presentation CD, Workers' Rights Are Human Rights: Teach-in on the Freedom to Form Unions
- 6) Oppenheimer and Co., Inc. Holdings
- 7) Student Writing Contest

**1. Call to Order**

The meeting was called to order at 12:40pm.

**2. Adopt Agenda**

Motion to adopt agenda moved by E. Matthews, seconded by J. Najarian. New Business additions from S. Tardi and P. Jackson. Motion to adopt amended agenda passed unanimously.

**3. Approval of December 16, 2004 Minutes**

Motion to approve the December 16 minutes moved by A. Montare, seconded by J. Najarian. Passed unanimously.

**4. Financial Update (Vincent Baldassano)**

Baldassano presented a financial update. Oppenheimer and Co., Inc holdings paperwork was distributed. The Union is a nonprofit organization and is not obliged to pay taxes. Baldassano recommended the Union be careful in what it selects for investments in its portfolio. We have approximately doubled the value in about 12 years, averaging about a 7% return in that period. Average portfolio earnings generate approximately 6.7%. He has tried to shorten maturities because we are going into a rising interest rate environment. Step up CD at 3% right now, but will go to 6%. The Ginny Mae portfolio is a AAA-rated portfolio, the average coupon is over 6%, and it should see a 6% return over the course of its life. Corporate bonds are from people-friendly corporations. Most of the securities are liquid, so he can shift them around if necessary. He checked with Union by-laws, as some new CDs are coming out which will guarantee timely payment of principal, they split the CD into zero coupon treasuries and the other half will go into equity without the risk. A member asked what would be the difference in putting half into zero coupon bonds and half into market? Baldassano replied that they will get a better price (have an advantage).

**5. Action Items**

**a. CNJSCL Location**

Tardi reported that Nick Yovanello wants to purchase a building. The building he wants to purchase is very old and not ADA compliant. When the issue was previously brought up, he mentioned that it wasn't a good time in real estate to purchase a building and the decision was to look for another building somewhere else to rent. Now he wants to buy again. Tardi recommended renting rather than purchasing a facility. Tardi recommended to the Council Executive Board that we explore the possibility of relocating the Council Office to a facility that could accommodate the entire Council. The Council is comprised of approximately 85 members and dinner costs alone range from \$35 to \$38 per person. She asked whether we really want to be landlords. She has volunteered to serve on the Council committee for this issue. She solicited comments from the members on this issue. A member stated that if we become owners then many problems will exist such as insurance issues, maintenance issues, and tenants. There is a lot involved in being an owner of commercial property. Another member asked Vince Baldassano's opinion as to whether buying a building would be a good investment. His concern is what this will cost us moving forward, as we won't get a tax write-off on the property. Given the marketplace today real estate has expanded and is very costly. Tardi is concerned about us tying up money that may need to be used in case of not being offered a good contract after the next negotiations with the state. A member moved that this body express disagreement with the purchase of a building for the State Council, noting the expressed concerns of the members. Another members seconded the motion. The motion passed with one abstention and none opposed.

**b. Executive Board Resolution (Student Scholarship)**

Tardi read a resolution proposing that one of the two student scholarships be renamed the AFT Local 1796 Irwin Nack Student Scholarship. Resolution:

**Whereas,**

Professor Irwin Nack has dedicated his life to representing labor issues,

**Whereas,**

Professor Irwin Nack has been one of the most influential forces in the development of a strong, organized union at William Paterson University known as the American Federation of Teachers (AFT) Local 1796,

**Whereas,**

Professor Irwin Nack has exhibited dedication, integrity and tenacity in defending equity at William Paterson University,

**Be it resolved:**

that henceforth one of the two AFT Local 1796 student scholarships be dedicated in his honor and referred to as the **AFT Local 1796 Irwin Nack Student Scholarship**.

The Executive Board moved the motion to approve the resolution, and a member seconded from the floor. The motion passed unanimously.

**6. Member Presentation (Voice @ Work: Campaign to Restore US Workers' Rights (AFT-CIO) [Christine Kelly]**

Kelly reported the AFL-CIO is defending and supporting workers to form unions. Recently there has been an uprising of unionization. Kelly's professional association is reaching out to have professionals look at and develop labor research. Another AFL-CIO outreach program is the tool kit provided to members, and the AFL-CIO is encouraging students and faculty to hold teach-ins, not only on campus but off-campus. This campaign frames workers rights as human rights. Workers have the right to form unions, and this right is protected by law. Workers want unions but many think they don't have a right to form one. We enjoy the advantages of being in a union, such as wage, pension, and healthcare advantages. Only 13% of workers are covered by unions. We were down to 10% but the AFL-CIO's organizing, paid internships and great starting salary union jobs helped in recruitment. Kelly suggested we have them come here to recruit on campus. The Powerpoint presentation also shows that unions promote family life, that collective bargaining is a public good, and that increasing political participation is important. Kelly stated that the only way to earn money without a college degree in this day and stay alive is with a union job. A member noted that our students may end up in managerial positions, and that they should not be fearful about people in unions. Kelly said the bulk of jobs are in the service area and not managerial, or at least not right off the bat for students coming out of college. For example, Wal-Mart is very anti-union and the largest service work employer. A member responded in regard to the question about joining a union and human rights, stating that we must be aware what our government is doing in regard to this human right. What it is doing is making it more and more difficult for people to join unions. Court rulings have come down to make it more difficult to unionize. The *Yeshiva* decision held that in private universities faculty do not have a right to unionize. In regard to the foreign policy of the USA, in Columbia you have year after year the largest number of union leaders murdered. Iraq bans workers employed in government enterprises, and forbids workers to unionize. This law is being enforced by the USA in Iraq today. It is an uphill fight against our own government. It may come to point when we are denied this human right. Tardi thanked Kelly.

**7. President's Report**

**a. Alternate Assignment (AA) Update**

Tardi said that there is not much of an update on this issue. The Provost was ill during January and is still working on his proposal. We gave all information to the Administration, including AA proposals/agreements from other universities and ours, and we are waiting for a response from the Administration.

**b. New Member Initiatives**

Mark Heder, Staff Membership Recruiting Coordinator from the CNJSCL, was hired to help recruit new members from the adjunct faculty. We were at 36% full members and this rate has now improved to 49%. The State is complaining that we are under 50% membership, but the State is not giving us adequate information to confirm this claim. A member noted that the information given to the Union is not always correct regarding classrooms that the adjuncts are teaching in. Tardi agreed this is the case. The Union is also inviting full time faculty to small new member luncheons to encourage them to sign up. A member asked whether department chairs can help. Tardi said yes and indicated the Union will circulate to the chairs a list of full-time and adjunct faculty who are not members. Tardi stated we are not looking for faculty to pressure other faculty, but some positive PR would be helpful. The member replied she will ask for the topic to be put on the agenda for the next Counsel of Chairpersons meeting.

**c. University Fundraising**

In the past, former Union President Dye had taken a position on not getting involved in University fundraising. Tardi spoke to President Speert regarding this issue. The person involved with institutional affairs said donations can be anonymous. The Executive Board encourages contributing if possible. A member said that seems to be no recognition for faculty, for example, when faculty pass away. He mentioned that when Doris White passed away, the room that she taught in was supposed to be named after her. He was told by the Administration that it could be done if he was willing to contribute \$20,000. The Administration doesn't do anything to recognize faculty who were here. Tardi stated there is no reason why we couldn't have plaques to honor these people. A member reported that as an alumna she started a scholarship for a professor in her department. A member said that in the museum you can find list of contributors past and present. Tardi stated a lot of money needs to be contributed to have one's name on a building. Wolk stated that it was \$1 million originally to get a name on a building. A member asked if the Union is supporting contributions to the University. Tardi said yes, contributions show that we have bought into our own University. Tardi noted that employees can give contributions towards specialized funding. There is enough flexibility to state where the employee wants to have his/her contribution go.

**8. Vice President of Negotiations Report**

Gazzillo Diaz announced the following Letters of Agreement:

Update to the checklist for Faculty Range Adjustments. It took from 2003 to get this checklist approved and done. Applicable to candidates who will be applying during Spring 2006 and forward.

Faculty Promotion Policy for Academic Year 2005-2006 – Updated information for the Faculty Handbook Faculty Promotions section. This will be applicable to candidates who will be applying for promotion during fall 2005 only.

Gazzillo Diaz noted that all information will be distributed to faculty and staff for clarification on all procedures in these Letters of Agreement, probably via email. A member asked what happens when the scantron forms (for evaluations) are lost or not located? Tardi answered that the candidate should first talk to his/her department and also speak with the Union so we may speak with management to resolve any problems. Another member asked how a student hands in evaluation forms if the department secretary is not present? Tardi said these kind of things need to be solved on the departmental level. A member commented on the importance of reading policy and understanding policy and making sure faculty rights are not being violated. Tardi reminded all that agreements work in conjunction with policy. Tardi emphasized that the union committed no improprieties regarding the current promotion process. Tardi and Bing noted that faculty have 14 days from when they become aware of possible improprieties to notify the President.

**9. Professional Staff Report**

Deferred.

**10. Old Business**

A member asked if there was a police Task Force forum update. Tardi noted that students were not appropriately informed. Gazzillo Diaz noted that faculty attendance was quite poor and encouraged all faculty to come out to the forums.

**11. New Business**

A member distributed information about the Writing Across the Curriculum program, and another member distributed information about the organization “Educators to Stop the War.”

**12. Adjournment**

Motion to adjourn moved by Selke, seconded by Burns. Approved unanimously.

The meeting adjourned at 2:00 pm.

Respectfully submitted,

Linda Gazzillo Diaz, VP of Negotiations for  
Richard Kearney, Recording Secretary  
[Final Edit: March 14, 2005]