

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

Date: March 21, 2006
Location: Raubinger 01
Time: 12:30 pm – 1:45 pm

Present: S. Betts, R. Bing, J. Carter, R. Cauthen, A. Cheo, B. Chesney, S.H. Chung, I. DiMaio, L. Dye, L. Gazzillo Diaz, C. Goldstein, E. Goldstein, G. Guerrieri, J. Hutchinson, P. Jackson, R. Kearney, I. LaBergere, S. Lawrence, K. Louie, E. Martinez, J. Matthew, E. Matthews, A. Montare, C. Mulrine, I. Nack, J. Najarian, A. Pachtman, F. Pavese, J. Peterman, G. Pope, R. Rehberg, R. Schwartz, S. Selke, G. Shepherd, C. Simon, S. Tardi, J. Wilkerson, C. Williams, R. Wolk.

Items distributed to the Council and General Membership:

- 1) Proposed Agenda for Meeting
- 2) Minutes of the February 21, 2006 General and Executive/Local Council Meeting
- 3) Revised Concept Proposals for ART and Alternate Assignment Programs
- 4) Current Constitution
- 5) Revised Constitution

1. Call to Order

The meeting was called to order at 12:36 pm.

2. Adoption of the Agenda

A motion to approve the agenda was made by Montare, and seconded by E. Goldstein. Modified agenda item: Add "Support for J. Hutchinson for the Wayne Board of Education." Approved unanimously.

3. Approval of the February 21, 2006 Minutes of the General Membership and Executive/Local Council Meeting

A motion to approve the minutes was made by Montare, and seconded by Pachtman. Approved unanimously.

4. President's Report

a. ART/Alternate Assignment Concept Proposal

Tardi noted the new concept proposal in the packets. She stated that this concept proposal was a cooperative effort of the Union Executive Board, with input from M. Edelstein. Gazzillo Diaz, Tardi, and Williams worked on the proposal over the break and put the members' and Executive

Board's ideas into a concrete proposal. The proposal focuses on student and faculty development. The proposal provides flexibility for faculty, eliminates cumbersome ART process, and includes accountability. The ART Committee would be an elected committee and not an appointed committee. Wolk asked if a librarian representative can be included for the ART Committee? Tardi said that a librarian representative will be added to the proposal as a member of the ART Committee, and noted that this was a simple oversight.

The Alternate Assignment Program (AAP) provides for a maximum of 3 credits of release time on-load. Tardi noted that the proposal does not prohibit overload. If faculty do not want to participate in the AAP, they can teach 12 credits. Tardi credited Dye for gathering information utilized to devise the concept that departments will provide a certain number of release time credits based on the number of faculty, students, etc. as noted in the proposal. The Administration would publish the administrative duties with the corresponding credits, so that all administrative duties and the release time awarded for each duty would be identified. Consequently, inequities are less likely to occur.

Tardi clarified that 1.5 credits was recommended to be awarded for teaching Freshman Seminar. She spoke to the Coordinator, M. Ellis, and he would like the course to be as it was intended as an academic-based course with greater faculty involvement. If taught appropriately, Freshman Seminar would be worth 1.5 credits on-load. Tardi solicited any questions or comments regarding the proposals, however, the Executive Board would like to give this document to the Provost as soon as possible.

Tardi discussed the figure on the handout. She clarified that the research percent is for all research and not just ART, so there is less release time for ART than what appears on the figure. Tardi stated that if we do not get a response regarding the proposal from the Provost, then the proposal may need to be brought to the attention of the Board of Trustees. She continued to say that if this meeting occurs the Union will need the room packed with faculty to show support for the proposal. A member asked about Fig. 5.8, regarding the total research versus the actual decline in ART research credits, and suggested to change the last line in this section to "research efforts" or "percentage of activity" and not "research credits" as it is currently stated. The wording will be changed.

Dye suggested changing the wording regarding the junior faculty receiving 6 credits of ART for years two through five for improvement in any of the areas. Dye's recommendation is to change the wording to state "development" or "support". The wording will be changed.

A member said that if this program is go into effect for the 2006-2007 academic year and 100% of the faculty choose to participate in the ART program, then the decrease in teaching percentage would be from 81% to 75%. The fact that the University cannot go below 75% teaching percentage in regard to all credits would be a selling point for the proposal. Tardi stated that she wanted to survey the faculty to determine if the faculty would participate in ART, AAP, or 12 credits of teaching each semester, but the Administration did not see the need to do so. Tardi stated that she would suggest to the Administration to have these programs first as pilot programs. A member said that he/she views the potential decrease in teaching percentage as beneficial for adjunct faculty to continue to become an integral part of the University. He/she

encourages adjunct faculty to support this proposal. Simon wanted clarification that adjunct faculty are not included in this proposal. Tardi clarified that adjunct faculty are not included in the proposals, but the proposals will also assist in the development of adjunct faculty.

Dye suggested changing the wording on page 5 to add “including but not limited to”. This will keep the door open for additional categories. Furthermore, she recommended adding “for example:” regarding other workshops, etc. which may develop that can be included.

Motion to support the ART/AAP Concept Proposal with the recommended changes was made by Montare, and seconded Chesney. All approved unanimously.

b. University Budgetary Concerns

Nick Yovnello (President of the Council of New Jersey State College Locals) testified in front of the Assembly of Higher Education Committee making strong arguments for increasing funding for higher education, oversight of the State Colleges and Universities, and Union representation on the Boards of Trustees. Some of Yovnello’s comments were quoted out of context by a State University President.

5. Action Items

a. COPE National and Legal Clarifications

Tardi clarified the issue of funding a bus to protest the war in Iraq. She received letters from the Council’s attorney and National AFT stating that money can be taken out of COPE to fund the bus. Simon said that this issue was originally voted on for the funding to come out of COPE. A motion to support the original motion (October 18, 2006) to fund half the cost of the bus for those members interested to protest the war in Iraq with funding from COPE was made by Simon, and seconded by Nack. All in favor and the motion passed unanimously.

b. Nomination Committee Report

Tardi stated that M. Turkish who is the Chairperson of the Nominating Committee is teaching class and is unable to attend the meeting. R. Rehberg was asked to read the Executive Board nominations. A member protested that nominations should be made as per last year’s process. Tardi noted that the appropriate nomination process had been used, and also noted that the Constitution is unclear on certain issues. This is why we have revisions to the Constitution that we are currently working on. A discussion ensued.

Tardi asked what the member would like to do in regard to the process. The member stated that he/she wants all nominees to acquire signed petitions. Tardi agreed to abide by the members request and said that all nominees would acquire signed petitions even though this is not process as per the Constitution. The process will be clarified if the revised Constitution is approved. Simon said that in the past the elections were held at the April meeting. Gazzillo Diaz noted the timeline for the nominations and elections as per the Constitution. The same member protested the timeline. Tardi noted that the Constitution stated that the nominations take place before April 10, which would mean that the nominations take place at the March meeting. Simon suggested a compromise. She suggested that the nominees submit their names no later than April 10, and all nominees are to get signed petitions handed in by April 20, 2006. Tardi said that the Executive Board nominations will be read today. An email will be sent by the Chair of the Nomination

Committee, Marion Turkish, indicating the nominations presented at this meeting, and providing the opportunity for other nominees are welcome to get signed petitions and give them to the Chair of the Elections Committee, Jean Levitan, by April 20, 2006.

Rehberg read the Executive Board nominations for the Executive Board positions:

President—Sue Tardi

VP for Grievances—Chriss Williams

VP for Negotiations—Linda Gazzillo Diaz

Librarian Representative/Communications Director—Robert Wolk

Co-Professional Staff Representatives—Shari Selke and Ed Matthews

Treasurer—Muroki Mwaura

Recording Secretary—Jan Pinkston

Adjunct Representative—Frank Pavese

A motion to accept these nominees was made by Najarian, and seconded by Montare. No other nominations came from the floor. The motion was approved unanimously.

c. Local Constitution

The members discussed the Local's Revised Constitution. A member said to change the year on the front page for the second reading to "2006". Simon brought up that that the second reading states that it would occur on "April 18, 2006" so maybe members thought that the reading would be at the next meeting. Tardi asked if the members agree to begin with revisions now and continue revisions at the next meeting. All members agreed.

Williams lead the discussion, reading each article.

Article 1 passed unanimously.

Article II, Section J. Change wording to "adjunct faculty".

Article II, Section B. Change wording at beginning to "Individual faculty's rights..." and add at the end "...in accordance with their department policy." Article II passed unanimously.

Article III, Section 3. A member suggested to find out what rank of management for professional staff would be in our bargaining unit. A member said that past practice has been that Directors are not in our bargaining unit, but any position below Director is in the unit. Dye said that we should use local versus state titles. The document will be modified to reflect local titles. A member suggested that the Executive Board come up with the necessary language. Tardi agreed to do so. She will bring the language from the Executive Board back to the members at the next meeting. A member noted that according to Article III, Section 3 that a member would be removed from membership when he/she becomes an Administrator, and questions what happens if the Administrator comes back to the unit? Williams clarified that the employee will meet "other criteria" to be a member and be put back into the membership. Article III will be reviewed again at the next meeting.

Article IV, Section 1, B. A member asked about the Ad-hoc Board. Tardi said that the COPE Officer, Webmaster, and Assistant Professional Staff representative are non-voting members on the Executive Board, but do receive compensation for their work. Dye said that she would like to see this section removed. She suggested that if special jobs or positions are necessary, they should be identified at that time and reported to the Board. Tardi asked for clarification regarding Dye's statement. Dye said that ad-hoc positions are not healthy in long run, and a

monetary amount is attached to these positions. All members should be able to sit on the Board. Tardi said that anyone can serve as an ad-hoc member of the Board, because when the Board states its nomination for the positions, additional nominations are always solicited. A member questioned the use of the term “ad-hoc” and suggested designating these positions as “non-voting members” of the Board. Tardi explained the tiers of positions as per the current Constitution. Simon gave historical information stating that these ad-hoc positions have varied over the years. These positions are non-voting members of the Board and were meant to be a means of training people to get experience on the Board. Historically, the President addresses the membership and recommends the position(s) to the members. Dye said to add the job descriptions for the positions. Tardi said that we are going to write By-Laws and clarify the positions in the By-Laws. The conversation regarding this Article will continue at the next meeting.

d. Support for J. Hutchinson for the Wayne Board of Education

J. Hutchinson will be running for a seat on the Wayne Board of Education. Hutchinson informed the members that the election will be contested. She represents the 40th District. She recently spoke to Corzine. She talked with him about the importance of supporting higher education, and emphasized that New Jersey needs a strong workforce. A motion to support J. Hutchinson for a seat on the Wayne Board of Education was made by Simon, and seconded by Najarian. Discussion ensued. Dye asked for the term “support” to be defined better, and asked how much money should we give to support Hutchinson. Simon noted that the Local usually gives \$100. Tardi said that the COPE Committee will meet and take a vote to recommend a certain amount of money for Hutchinson’s election. The motion passed unanimously.

6. Announcements

None.

7. Old Business

None.

8. New Business

None.

9. Adjournment

A motion to adjourn made by Simon, and seconded by E. Goldstein. Approved unanimously.

The meeting adjourned at 1:52 pm.

Respectfully submitted,

Linda Gazzillo Diaz, Ed.D., ATC
Recording Secretary