

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

Date: December 18, 2007
Location: UC 168
Time: 12:30 pm – 1:45 pm

Present: S. Tardi, L. Gazzillo Diaz, E. Matthews, S. Selke, F. Pavese, R. Wolk, J. Wilkerson, G. Guerrieri, S. Wollock, R. Soto, M. Innis-Jimenez, S. Betts, K. Louie, A. Montare, K. McNeal, G. Furst, M. Giorgio, C. Simon, V. Vicari, I. Nack, D. Van Boerum, A. Cheo, R. Cauthen

Items distributed to the Council and General Membership:

- 1) November 20, 2007 General and Executive/Local Council Meeting Minutes

- 1. Call to Order**

The meeting was called to order at 12:39 pm.

- 2. Adoption of the Agenda**

The agenda was modified to include announcements at the beginning of the meeting. A motion to approve the agenda with modifications was made by A. Montare and seconded by S. Wollock. Approved unanimously.

- 3. Approval of Minutes of the November 20, General Membership and Executive/Local Council Meeting. A motion to accept the minutes was made by A. Montare and seconded by A. Cheo. Approved unanimously.**

- 4. Announcements**

On behalf of the Union Executive Board, Tardi thanked the department representatives and wished everyone happy holidays.

Gina Guerrieri thanked the Membership for their support in educating people about Darfur. Tardi thanked Guerrieri for her efforts, noting that she has gone far beyond a brief effort, having exhibited love and dedication to this cause (applause from Membership).

Tardi sadly reported that an Adjunct Faculty member committed suicide. Frank Pavese read a brief statement from the English Department followed by a moment of silence. A member expressed sadness that the administration did not publicly acknowledge the death. Tardi agreed, stating that the administration's lack of response has a psychological impact on faculty and staff members. She cited an instance that occurred last year, when another University employee died and there was no acknowledgement by the institution. Tardi said the administration needs to hear from members that this is inappropriate. She noted that little was known about this Adjunct Faculty member and that the

administration may not have known the circumstances so they hesitated to make the announcement. She said she would give them the benefit of the doubt in this case, but even so, she feels this is an indication of how disconnected we are. She said everyone becomes so obsessed with their jobs and administrative functions that we're losing touch with people. Tardi pointed out that if we expect students to be good citizens and better human beings we have to set a good example. Tardi noted that during the last Senate meeting individuals were talking about our standards being too high and she disagrees because she thinks the students will rise to the level of expectation. She believes there should be an emphasis on giving students what they need rather than what they want.

5. Constitution Revision – 2nd Reading

(Linda Gazzillo Diaz read each article to the Membership.)

Article I

A motion to approve by J. Wilkerson, seconded by S. Selke. Approved unanimously.

Article II

A motion to approve by A. Montare, seconded by R. Soto. Approved unanimously.

Article III

A motion to approve by A. Montare, seconded by E. Matthews. Approved unanimously.

Article IV

A motion to approve by A. Montare, seconded by J. Wilkerson. Approved unanimously.

Article V

A motion to approve by A. Montare, seconded by R. Soto. Approved unanimously.

Article VI

A motion to approve by A. Montare, seconded by K. Louie. Approved unanimously.

Article VII

A motion to approve by A. Montare, seconded by S. Selke. Approved unanimously.

Article VIII

Discussion on section 6 regarding what constitutes a quorum. It was the consensus to leave the figure as previously stated (30% of the General and Executive/Local Council members). A motion to approve by A. Montare, seconded by K. Louie. Approved unanimously.

ARTICLE IX

A motion to approve by A. Montare, seconded by J. Wilkerson. Approved unanimously.

ARTICLE X

A motion to approve by A. Montare, seconded by M. Inniz-Jimenez. Approved unanimously.

ARTICLE XI

A motion to approve by J. Wilkerson, seconded by A. Montare. Approved unanimously.

ARTICLE XII

A motion to approve by A. Montare, seconded by J. Wilkerson. Approved unanimously.

ARTICLE XIII

A motion to approve by C. Simon, seconded by A. Montare. Approved unanimously.

ARTICLE XIV

A motion to approve by A. Montare, seconded by K. Louie. Approved unanimously.

ARTICLE XV

A motion to approve by A. Montare, seconded by R. Soto. Approved unanimously.

ARTICLE XVI

A motion to approve by A. Montare, seconded by E. Matthews. Approved unanimously.

ARTICLE XVII

A motion to approve by A. Montare, seconded by K. Louie. Approved unanimously.

6. Transition to Retirement

Tardi announced that the Union Leadership will work to improve the Transition to Retirement article in the contract. She hopes to later expand it to include Librarians and Professional Staff. She and Linda Gazzillo Diaz have a meeting scheduled with the administration to discuss the program and clarify questions that have been put forth by members. Some members reported that Steve Hahn was telling people to write proposals and submit them to the dean. Tardi noted that this is not what the contract states and that Union Leadership will clarify this issue with the administration.

Tardi is concerned because in another matter (ART). Members in the College of Business were requested to give a copy of their response to the dean's comments to the dean. She noted that this was not a part of the negotiated policy and that junior faculty members may feel intimidated even though this was requested.

7. Old Business

Alternate Assignment

Tardi cautioned the Membership about pitting member against member. She noted that at the last Union meeting a person spoke up about being Assessment Coordinator for years and never receiving compensation. In all of the colleges with the exception of Science and Health, Assessment Coordinators are receiving compensation. Tardi pursued this inequity with Dean DeYoung, who stated that she was unaware of the inequity and then met with the Department Chairpersons in her college to discuss the issue. Dean DeYoung then reported to Tardi that the chairs did not want the Assessment Coordinator to be

compensated since individuals working on other committees do just as much work if not more. Tardi stated that everyone deserves compensation and whatever exists in one college should exist across the board. She reminded the Membership that department chairpersons are in our bargaining unit. The Union's position is that other committees involve just as much work as assessment and individuals should be compensated through an Alternate Assignment program; however, since assessment is currently compensated in the other colleges, this immediate inequity needs to be corrected.

Librarian Range Adjustment

Tardi reported that the negotiations team has been trying to set up a meeting with the administration regarding the Librarian Range Adjustment Policy, but the administration has not yet responded to multiple emails. The Librarians gave input through Bob Wolk, and then met with Tardi and Gazzillo Diaz who are now ready to go forward to the administration with the proposal. Tardi thanked the Librarian Range Adjustment Adhoc Committee for their assistance in the development of this draft.

Payroll

Tardi urged the Membership to double-check paychecks because a number of colleagues have reported errors in their payroll. Members have pointed out that there should have been retroactive pay adjustments for summer II pay. A member asked for clarification regarding compensation for teaching online. Tardi responded that faculty members who develop an online course as a part of their approved workload receive three credits of alternate assignment each time they develop an online course. In addition, faculty members teaching an online course for the first time shall receive one additional credit. She noted that if a faculty member is teaching online but did not develop the online course, this released time is not provided.

A member complained that it is difficult to keep track of salary steps/ranges due to the new computer system. Gazzillo Diaz said that Banner no longer lists the information so she contacts Collette McNally in payroll each fall to request her range and anniversary date. Tardi stated that this information is vital and everyone should have access to it, and she questioned why we have a system that cannot provide basic information. A member stated that the Union needs to be able to evaluate the administrators who are in charge of that particular area. He said the Union can evaluate the administration and does not need administrative approval to do it. Tardi said she wants to finish working with the Senate evaluation process first. Tardi stated that Gazzillo Diaz will be on sabbatical next semester but she will continue her work with the Union. Tardi urged the members to check their first paycheck in the fall and let Gazzillo Diaz know if there are any problems.

Health Benefits

Tardi announced that the Union is planning to invite experts to campus to answer questions about the new health benefits. She said there will be another enrollment period and members will have the opportunity to determine what health plan to enroll in for the coming year. A member requested that the Union host a new employee orientation in September that explains steps, ranges, and anniversary dates, etc. He said Human

Resources offers an online orientation but it does not go into very much detail. Tardi said that orientations held in the past were poorly attended. The member suggested offering a workshop during common hour. Tardi noted that the Executive Board will take this under consideration.

A member questioned the issue brought for a vote by the State Council regarding New Jersey illegal immigrants being able to pay in-state tuition for their children. Tardi said she typically abstains in cases like this because she wants to bring matters to the Local and get the Membership's opinion before voting on their behalf. She noted that while Council Delegates have the right to vote their conscience, they are none the less accountable to the Membership.

A member asked for more information on the Transition to Retirement issue that was discussed earlier. Tardi noted that the contract includes a Transition to Retirement article and all sister universities are bound to this program as a **minimum**. Some universities have a more extensive Transition to Retirement Program. Once the Union Leadership meets with the administration, the deadline, proposal process, and timeline will be clarified. Tardi anticipates that Union Leadership will discuss this matter with the administration as early as possible next semester.

Tardi reminded the Membership to read *The Inclusive*. She also stated that the new email address for the AFT Office is AFT-office@wpunj.edu. Messages sent to that address will go to the administrative assistant. (Please note that the TARDI-AFT@wpunj.edu is being eliminated.) Confidential email should be sent to tardis@aft-local-1796.org (or to the last name, first initial of any Executive Board member). Tardi stressed that confidential emails should NOT BE sent using the University's server.

Professional Staff Issues

Selke, Gazzillo Diaz and Tardi presented a draft of the NL agreement to John Polding. His response to the proposal was due on 11/30, but he has apologized and promised to respond as soon as possible. The Professional Staff appraisal for members within a multiyear contract was modified to be more user friendly and to put the onerous on the supervisor. Tardi announced that Selke was elected as a State Council Representative (applause from the Membership).

8. New Business

Action Item: Tardi recommended a temporary reorganization of the Executive Board. Due to illness, Ed Matthews will be temporarily serving as the Treasurer while Muroki Mwaura recuperates from surgery. **A motion to approve the temporary reorganization of the Executive Board was made by A. Montare and seconded by R. Soto. The motion was approved unanimously.**

9. Adjournment

A motion to adjourn was made by K. Martus and seconded by S. Selke. The motion was approved unanimously. The meeting adjourned at 1:50 p.m.

Respectfully submitted,

Jan Pinkston,
Recording Secretary
[Edited:]