

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

**Date:** Tuesday, February 20, 2007

**Location:** Raubinger 1

**Time:** 12:30 pm – 1:45 pm

**Present:** S. Tardi, L. Gazzillo Diaz, C. Williams, J. Pinkston, M. Mwaura, E. Matthews, R. Wolk, I. DiMaio, F. Pavese, G. Pope, C. Goldstein, M. Peek, G. Guerrieri, J. Carter, J. Najarian, P. Jackson, R. Rehberg, I. Nack, M. Innis-Jimenez, S. Betts, K. Louie, J. Peterman, A. Montare, S. Lawrence, A. Scala, C. Mulrine, K. Park, A. Cheo, K. Martus, R. Cauthen, E. Phadia, J. Heavy, E. Birge, B. Mason, M. Turkish, C. Simon, R. Schwartz, L. Orr, E. Goldstein

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

- 1) Proposed Agenda for Meeting
- 2) 12/19//07 Minutes of the General and Executive/Local Council Meeting
- 3) Response to 12/21/06 request for ART percentage of the University's operating budget
- 4) State of New Jersey Health Proposal (2/16/07)

**1. Call to Order**

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

**2. Adoption of the Agenda**

**Motion to approve the agenda was made by Martus, and seconded by Montare. Approved unanimously.**

**3. Approval of Minutes of the General Membership and Executive/Local Council Meeting**

**A motion to approve the December 19, 2007 minutes was made by Najarian, and seconded by Wilkerson. Approved unanimously.**

**4. Treasurer's Report**

Tardi announced that our Local's annual review of finances has been conducted by our accountant, and our Local has been deemed financially sound. Our financial consultant, Vince Baldassano, will attend a future meeting to discuss our investments.

**5. President's Report**

**a. State Agreements Update**

Tardi stated that the negotiations team met with the State on 2/16/07 and there is bad news concerning health and pension benefits. There is a proposal to eliminate the traditional plan and the NJ Plus and replace them with a nationwide PPO. The retirees

would not be affected by the proposal. Tardi said the Council President made the statement that the proposed health plan was better because it is a nationwide plan. Tardi noted that further comparative analysis is necessary since in some areas the proposed PPO involves a reduction of benefits. Tardi expressed concern that the Council Negotiation Team was not given a detailed analysis indicating the strength and the weakness of the proposed plan.

Tardi reminded the Membership that our Local voted not to ratify the last contract. The Leadership of Local 1796 had identified what the members wanted prior to negotiations, fought for what the members wanted at the bargaining table, and then recommended that the members not ratify the proposed contract. The members supported the decision. This did not occur at the other locals. Tardi stressed that the leadership of our Local will provide their personal recommendations regarding this contract, but will fight for the needs and desires of the Membership.

#### Membership comments

A member stated that the average age in his department is 65 so he is advising people to retire now in order to maintain their current benefits. Another member asked for clarification of what department representatives should tell members of their department. Tardi responded that the representatives should provide as much information as possible so that each department can express their priorities. Tardi requested that each Department Representative report back to Union leadership regarding the contract issues for which they are willing to fight. Tardi noted that if CWA negotiates and ratifies a health plan, that will be the health plan offered by the State. We (AFT) will then have the option of participating in the state-offered health plan, but technically not in negotiating the plan. She further noted that right now, AFT can apply pressure. Membership support is the key. A member stated that information from the departments should be sent to the Union leadership as soon as possible since the next negotiation meeting will be held 3/8/07.

Tardi noted that there is more bad news concerning the State's economic proposal:

7/1/07 -- 0% increase (step 12 will get a \$750 bonus)

7/1/08 -- 0% increase (step 12 will get a \$750 bonus)

7/1/09 -- 1.25% increase

7/1/10 – 1.5%

A member questioned how many faculty members are at step 12. Tardi responded that the exact figure is not known, but it is small.

Tardi stressed the importance of using AFT email addresses and not sending confidential information via the William Paterson email system. Members are asked to email Union leaders at the [aft-local-1796.org](mailto:aft-local-1796.org) address. The email address for each member of the Local 1796 Executive Board is their last name, first initial@ [aft-local-1796.org](mailto:aft-local-1796.org) ([tardis@aft-local-1796.org](mailto:tardis@aft-local-1796.org)). She told the Department Representatives they should request to be included as a standard item on the agenda of every department meeting.

Tardi reminded the Membership that no one is permitted to negotiate on behalf of the

Union. She said there have been instances where the Provost, in his visits to departments, has addressed items which are considered union-negotiable with departments. Tardi reminded the Membership that no one is permitted to negotiate on behalf of the Union. She said that is a dangerous practice and neither the Provost or individual Union members have a right to do that. She noted that Union leaders are elected by the members to serve as the negotiating body.

Tardi discussed the promotion process. She said the Union has an observer for the promotion committee to ensure that the procedures outlined in the policy are followed. She said several people who were recently denied a promotion complained to the President and the Provost. Tardi strongly cautioned against this, stating that this could potentially lead to the administration arguing for the need to modify the promotion process and having the administration take control of the process.

A member stated that the President should make more promotions available. The member asked what can be done to help harness anger within the faculty over the lack of promotions, and over the State attempting to decrease health and pension benefits. Tardi stated that it comes down to what members consider to be strike issues. She said that although striking is not the first option, our Local should be prepared to take a strike vote. She asked if anyone is willing to serve as a strike captain, and M. Mwaura, A. Montare, P. Jackson, M Turkish, and C. Goldstein volunteered. A member stated that it is possible that faculty members are going to the Provost because there is a sense that the Union is not helping them. Tardi noted, 1) that the Union observer on the committee is trained to know policy and ensure that the members serving on these committee abide by policy, 2) each year, Union Leadership provides data and rationale regarding the need to increase the number of promotional opportunities, and 3) the administration commended Union leadership on its data and positively responded by adjusting the promotional opportunities upward. Tardi said if members feel there is something the Union Leadership is not doing, to please tell us and we'll do it. (No suggestions or recommendations were made by the members.) She said if individual members continue to complain to the administration, we all risk having the process taken away entirely. Tardi said other universities do not have the option of having this process in the hands of faculty committees, and once control is given up, the faculty will never get it back.

#### **b. Council Executive Board Nominations**

M. Turkish, Chairperson of the Nominations Committee, announced the following nominations for the Executive Board for the 2007-2008 year:

Susanna Tardi, President; Linda Gazzillo Diaz, Vice President for Negotiations; Chriss Williams, Vice President for Grievances; Ed Matthews and Shari Selke, Professional Staff Co-Representatives; Jan Pinkston, Recording Secretary; Robert Wolk, Library Officer; Frank Pavese, Adjunct Officer; and Muroki Mwaura, Treasurer.

**A. Montare moved to accept the nominations, A. Scala seconded. The motion was approved unanimously.**

Tardi noted that this is an open process and any member can run for a position on the

Executive Board. Tardi said she is also running for Executive Vice-President of the State Council. The person who is currently in the position has limited experience and if something were to happen to the President, no experienced individual would be in charge of negotiations. Tardi explained that according to the State Council constitution, the Executive Vice-President is the person who would replace the Council President and be in charge of negotiating the contract.

**c. Legislative Breakfast**

C. Williams stated that our Local is hosting a Legislative Breakfast on Wednesday, March 21 from 8:00 – 10:00 a.m. in Hobart Manor. This is an opportunity to meet with our legislators to discuss the budget and other issues that concern William Paterson. Williams noted that a good turn-out is necessary not only to demonstrate that we are serious about the budget and other issues, but to put forth a concerted effort to let legislators know why higher education is important. E. Goldstein and R. Martinez are helping to facilitate this event. Members are asked to invite members of their departments and students. RSVPs are requested.

**6. Negotiations Report**

**a. Professional Staff Evaluation Forms**

Gazzillo Diaz reported that a new form has been approved for Professional Staff on multi-year contracts. Tardi noted that the form will protect Professional Staff members because it will help identify problems early, and give the Professional Staff member an opportunity to work on a development plan if necessary.

**b. Alternate Assignment Update**

Tardi noted that progress regarding the ART section of the Alternate Assignment Proposal has been made. The Provost is willing to agree to have the Deans involved in the ART application at the beginning of the process only. Tardi referred to the document in the meeting packet regarding the percent of the overall operating budget that is used to fund ART (the document indicates that .31% of the total operating budget is being put forward for Alternate Assignment). Tardi said the Provost indicated that in order to meet the needs of the revised proposal, he would minimally double that figure to .62%. The Union and the administration will negotiate the criteria used to determine the scope of projects. There will be a two year period to do research, and a one year trial period for the program. A member asked for clarification of the Dean's involvement. Tardi said the candidate's ART proposal will be presented to the Chairperson for signature only first, and then to the Dean for review. The candidate will have the right to review and comment on the Dean's response. The application will then be forwarded to the University Committee. A member stated that since the administration is committing to award everyone who applies and meets the criteria, this could be a problem if many more people begin applying. Tardi stated that an individual may apply for a maximum of 12 credits (up to 3 credits each semester for a two year period). Accountability will be accomplished in the year-end report. Tardi note that if there were problems with the ART budget, the committee and the administration would look at the previous ART accomplishments of each candidate. According to the administration, last year no one

was turned down for ART because of budgetary reasons; it was because proposals did not meet the criteria. A member asked if a person can find out why their proposal was turned down. Tardi indicated that candidates have a right to contact the Associate Vice President and Dean of Graduate Studies and Research to ask for clarification. A member asked when the program will be implemented. Tardi responded that it will be implemented in 2008. Tardi noted that a system needs to be established for determining what kinds of projects warrant 3, 6, 9, or 12 credits, and the negotiation team will work with the Provost to determine the scope of the projects. Tardi said the next step will be to deal with the service component of the Alternate Assignment Program.

### **c. Promotions and Range Adjustment Policies**

Gazzillo Diaz stated that members have suggested changes in the make-up of the Promotion and Range Adjustment Committees. Currently members are permitted to vote for individuals who are not at their rank, but above their rank. Tardi requested that Gazzillo Diaz indicate who was proposing the changes, noting that these changes are not suggested by the Executive Board, but were requested by two members. Gazzillo Diaz stated that the revisions were recommended by Jean Levitan and Vince Parrillo, both members who served on the 2006-2007 promotion committee. The issue arose because some promotion committee members expressed concern that the current structure could present a conflict of interest.

#### Membership comments

A member questioned whether this would involve revisions to the Professional Staff process as well. Tardi stated that if revisions were made to one process, it would be recommended that revisions be made to the Professional Staff process. A member stated that it is beneficial for a colleague to observe the process and to know how it works so that he or she will be prepared when applying. This member further noted that individuals who are perceived as “juniors” should be commended rather than penalized for wanting to serve on these committees. Gazzillo Diaz responded that some feel it gives them an advantage over others at their rank. A member commented that it is always a mystery regarding who is awarded and who served on the committee. Tardi said it is public information, and it is provided in *The Inclusive*. The member stated that not everyone reads *The Inclusive*. Tardi replied that the Union Leadership would be more than happy to publicize the information in an email message. A member commented that there is an academic tradition that a person does not serve on a committee for a position for which the person does not hold (i.e. full professors vote for those eligible to become full professors.) C. Williams stated that the problem is that there are a number of faculty members who have served and put in their time, but the administration offers so few promotions that they never receive a promotion. He said it is not fair to penalize those people by not letting them serve on a committee simply because there are insufficient roles. A member commented that our own members vote for committee members, so if you don't think someone should serve, then don't vote for them. Tardi suggested that we list the rank when people are nominated. A member stated that it is not a good idea to adopt a proposal that discriminates against the members of our own Union. Tardi suggested that there is no urgency to this issue and that it be taken back to the department and further discussed at a subsequent Union meeting.

**7. Adjournment**

**A motion to adjourn made by A. Montare, and seconded by J. Najarian. Approved unanimously.**

The meeting adjourned at 1:49 pm.

Respectfully submitted,

Jan Pinkston,  
Recording Secretary

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

**Date:** Tuesday, March 20, 2007  
**Location:** Valley Road  
**Time:** 12:30 pm – 1:45 pm

**Present:** S. Tardi, L. Gazzillo Diaz, C. Williams, J. Pinkston, S. Selke, F. Pavese, I. DiMaio, J. Wilkerson, G. Pope, C. Goldstein, M. Peek, S.H. Chung, G. Guerrieri, J. Carter, J. Najarian, S. Wollock, A. Pachtman, P. Jackson, R. Pardi, R. Rehberg, M. Innis-Jimenez, S. Betts, K. Louie, M. Thompson, A. Montare, S. Lawrence, A. Scala, J. Matthew, V. Vicari, J. Hutchison, M. Turkish, L. Xu, S. Nassiripour, K. Makarec, K. Martus, J. Hutchinson, M. Martin, P. Chen, M. Giorgio, M. Watad, T. Finnegan, B. Gionet, K. Kim

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

- 1) Proposed Agenda for Meeting
- 2) Minutes of the 2/20/2007 General and Executive/Local Council Meeting
- 3) Sample Calculations for CNJSCL Full Time Unit

**1. Call to Order**

The meeting was called to order at 12:41 pm.

**2. Adoption of the Agenda**

**A motion to approve the agenda was made by M. Goldstein, seconded by P. Jackson. Approved unanimously.**

**3. Approval of Minutes of the February 20, 2007 General Membership and Executive/Local Council Meeting**

**A motion to approve the minutes was made by M. Goldstein and seconded by G. Pope. Approved unanimously.**

**4. Legislative Breakfast (March 21, 2007)**

F. Pavese reminded the membership that our Local is hosting a Legislative Breakfast on Wednesday, 3/21 from 8:00 – 10:00 am in Hobart Manor. The legislators who have agreed to attend include Girgenti, Pou, Steele, Weinberg, Huddle, Johnson, and Boardman. Tardi said attendance of seven legislators is significant and reminded the members that the purpose of the event is to highlight the University and to demonstrate that we have a strong Local that encourages oversight. Tardi said the Executive Board is designing a fact sheet that highlights positive things at William Paterson, including the fact that we deal with a large percentage of first generation college students and at-risk students, and the additional time it takes to deal with this population. Tardi said it is important for the legislators to understand what we do and how important funding is to further our growth and development. She encouraged members to highlight our students

and present a unified front. She said we can demonstrate that we care about this university, and while it is good, it can be better with appropriate financial support.

Tardi highlighted a number of issues and legislative bills that are relevant to unionism and higher education, including a bill to add two employee representatives to the Board of Trustees with voting rights except for personnel matters; fair bargaining to prevent the Administration from unilaterally changing the terms of employment after an impasse has been reached in negotiations; the creation of a HOPE Scholarship Program that will waive tuition for all students who maintain a B average; the expansion of tuition aid grants for part-time undergraduate students at the senior public institutions; a subcontracting bill that prohibits subcontracting of unit work in public education/higher education sectors during the term of a collective bargaining agreement; a bill for equity for adjunct and part-time faculty; a bill relating to the Ethics Commission that would exempt faculty members at public institutions of higher education from limitation on payment of travel expenses and honoraria; and a bill requiring the Commission on Higher Education to provide to the Governor and Legislature an annual report on senior management at the State colleges and universities (please see the attached document for the complete listing and explanation of proposed legislation).

**A motion to support the bills that will be presented to the legislators at the March 21, 2007 Legislative Breakfast was made by A. Montare and seconded by J. Nagarian. Approved unanimously.**

#### **5. Master Agreement Negotiations Update**

Tardi said she is concerned by how slowly the negotiations are moving. CWA has settled but has not been ratified. She expressed concern about the salary and benefits plans that are on the table for our Union, and questioned how we can accept something without knowing exactly what we are getting. Tardi stressed that it is important to let the Leadership team know exactly what the members' priorities and strike issues are.

#### **Comments from members**

A member questioned how AFT can apply pressure. Tardi said that sometimes pressure applied to legislators can change people's minds if they know we mean business. Tardi said that we would never buy a house sight unseen, and she cannot understand how the State can expect us to approve a health plan if we don't know the carrier. A member commented that it would be helpful to get a sense if people feel the benefits package is more important than the salary package. Another member questioned why some Union members are willing to take a hit on salary and benefits. He said the governor pitched that the CWA contract is a benefit to the public because it will solve problems. The member pointed out that the last contract started out with a 0% salary increase, and he thinks we should tell the State that when they are serious they can start talking to us because we have already done what we need to do. Tardi agreed, but noted that we are not the only Local negotiating with the State.

A member questioned if the salary increase applies to every sister university. Tardi responded yes, and said if the CWA contract is ratified, that gives a good indication of



what the salary increases will be across the board. Tardi said the proposed salary increases for our Union were written in a way that makes it look like a good deal even though it may not be when one considers the contribution to health benefits and the cost of living. A member commented that when it comes down to the health benefits versus the salary, there are many faculty and staff members who do not participate in the Traditional Plan so they are not interested in protecting it and are more interested in salary increases. Tardi responded that many issues will divide us. She said only 10% of the faculty are in the Traditional Plan but we have to remember that it is not just the Traditional Plan that is being affected. She said the State is proposing a nationwide PPO that we cannot even consider accepting until we know more about it. A member stated that we are going to be paying more under the new plan and the benefits will be decreased. The member explained that she went through a series of treatments that were covered by the Traditional Plan. When she calculated what the cost would have been under the proposed new plan, she determined that the treatments would have cost over \$500 more. She also noted that the extra financial burden occurs at a time when a person is ill and is not as financially secure. Tardi agreed and noted that healthy people do not realize the impact of the health plan until they are in a situation where they must depend on it. A member stated that 90% of the faculty members in the History Department are not in the Traditional Plan. Another member questioned the proposal for prescription drugs since they plan to double the co-pay for name brands.

A member stated that we should be in a strong position since we know what CWA is considering and we've already taken on the burden of what the governor wanted. Tardi responded that the problem is that the governor's cost saving plan is over a four year period of time and it is being built upon us taking another hit (in addition to those taken in the last contract). A discussion of the pros and cons of the State's proposal ensued.

A member stated that he has worked very hard at William Paterson for 13 years and moved up through the promotion scales, but recently discovered that his salary is low, and he must now put his house on the market to help finance his daughter's education. He said it is ridiculous when a full professor cannot support his or her own family. Tardi said those comments are in the true spirit of unionism because it is not about looking out for each of us individually, it is about the impact on the whole. A member asked if the State expects us to offer a counter proposal. Tardi said the initial agreement between the Council's negotiating team and the State's negotiating team was that there be a mutual exchange of full proposals. The Council respected the agreement but the State did not. The Council President then permitted the State and the Union to add to the proposals within the next three negotiation sessions.

A member questioned if there are any other issues other than salary and health benefits on the table. Tardi said one of the primary issues of the Administration is the hard-to-hire issue. She said the Council position is that we do not want a new salary structure to be created and we know that accreditation can be achieved without creating another tier of salary structure.

A member cautioned people about getting caught up on salary or benefits or both since CWA will be very different and we might be approaching it a different way. The member said we could be the ones pushing the envelope for the State on things not related to salary. Tardi said that generally, the first Union to negotiate will be the one to set the standards for the health and economic issues. Since AFT has many non-economic issues, our Union chose not to be the first one to negotiate with the State. A member questioned the implications for retirement benefits. Tardi said those seem to be protected as the State knows the power and vote of the population. Tardi said it has been her experience that negotiations can be moving extremely slowly and then at one meeting they will suddenly move forward and all the major issues will be put out on the table. She said luckily we have a supportive Leadership team who always represents us full force. Tardi noted that we need to be very careful with the media because teachers are typically portrayed in a negative way and people are misinformed in believing that faculty members only work a few hours per week. Tardi said she believes that public relations should be ongoing throughout the year, not just during negotiations. She said there are things we can do to improve public relations and that is one of the reasons she is running for the position at the State Council level. She noted that now is the time to start highlighting what professors contribute to their Institutions and the State. A member asked what Department Representatives can do to help. Tardi responded that we cannot forget what it's like for your colleagues with young families who are trying to pay off student loans and/or buy a home. She said part of the problem is that too often we become very self-oriented. Divide and conquer has been a successful strategy used by administrators at many universities.

#### 6. **ART Revision Update**

C. Williams reported on a recent meeting with the Provost regarding the ART proposal. Although the Provost had verbally agreed to double the ART funding which is currently at .31% of the operating budget, he is now questioning where the Union Leadership got the .62% figure. The Provost also indicated that he doesn't want to commit to a specific percentage. Tardi noted that the .31% was provided by the Provost and that our members insisted on being provided a percentage commitment of the total operating budget to be dedicated to ART. The Provost indicated that he feels more comfortable with language stating that the University will make its best effort to fund the proposals that meet the criteria without stating an actual dollar amount or percentage. The understanding is that they would make every effort. Tardi said that essentially they are saying, "trust us, we'll take care of you." Tardi told the Provost she would bring the issue back to the membership, however, if he did not fund all proposals found to meet the criteria by the University ART Committee, she would "bite back and bite hard." A second issue raised by the Administration at the last minute of negotiations involved wanting only faculty who are at the associate level and above to serve on the University ART Committee. Gazzillo Diaz noted that the problem is not a lack of research experience, but that there are not enough promotions available to appropriately move the assistants to the associate level. A member agreed, stating that when someone receives tenure, they should be qualified to be on the committee. Tardi said that point was argued, but the Provost refuted the argument.

Members were upset by the refusal of the Administration to negotiate this issue in good faith. A member asked if it is possible to adopt a motion that would help in future negotiations regarding this issue. Tardi said the Provost does not want to commit to a percentage of the budget. She said that during negotiations, it was understood that this was going to be a one year pilot program and the Administration made a verbal commitment to double the amount. A member said that one issue we should fight for is that promotion should automatically come with tenure. Tardi noted that while this is a good idea, an analysis of the data indicates that if promotions were provided automatically with tenure, no one at other ranks would be given promotions. A member stated that this seems like an injustice compared to other universities. Tardi noted that the extension of the requirement of tenure at other universities is six years instead of five. She further questioned whether assistant professors would be endangered in harsh economic times with the sixth year addition.

Tardi requested that the members address the issue on the agenda (the ART Proposal). A member stated that we have given the Administration a chance and they lied. The member suggested that we “bite back now.” Tardi said Leadership is willing to do whatever the membership wants, and if the membership wants to do a job action now, we will.

**J. Wilkerson made a motion to turn down the ART Proposal offered by the Provost. A. Montare seconded.**

Discussion: A member questioned why we should trust the Administration after they already lied once. Williams responded that the membership wanted to peg the proposal to a specific dollar amount and the Provost was told that there was a resolution from our members to ask him to commit to a certain amount. A member asked if the other colleges get a specific amount. Tardi responded no, but many have had a working program in place for years. She commented that there is a history on this issue that precedes this Provost, and we were told by previous administrators that Alternate Assignment had nothing to do with the fiscal issues. This Provost says that it does. A member questioned if we know how much they spend at other institutions. Tardi said that Montclair does not refuse funding to anyone who meets the ART criteria. A member asked if we can lock the .31% in as the absolute bottom line. Tardi said they won't lock in any number. They gave us the data of what currently exists and said they would double it, but they don't want to commit to a number. A member stated that if he said he will not turn down anyone then this good faith effort should be written into the agreement. A member asked how many meetings we have wasted talking about this issue, and said this is something we have to fight for. Tardi said before voting down the Provost's ART Proposal, perhaps the department representatives would like to take the issue back to the departments for discussion. She said if necessary, an emergency meeting can be called to vote on the proposal and discuss what job action, if any should be taken. She said anything that is not designated as a faculty responsibility such as committee work and advisement can come to a halt if that is what the membership decides to do.

**The motion to turn down the Provost's ART Proposal carried with five opposed and**

**two abstentions.** Tardi said a list of possible job actions will be discussed and disseminated to the Department Representatives.

**7. New Business**

Cindy Simon is a candidate for the Wayne Board of Education. A motion was made by Judy Matthew and seconded by Jane Hutchinson to contribute \$100 from the COPE fund to her campaign. The motion was approved unanimously.

**8. Adjournment**

**A motion to adjourn was made by S. Selke and seconded by C. Williams. Approved unanimously.**

The meeting adjourned at 2:02 pm.

Respectfully submitted,

Jan Pinkston,  
Recording Secretary

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

**Date:** Tuesday, April 17, 2007  
**Location:** Raubinger 01  
**Time:** 12:30 pm – 1:45 pm

**Present:** S. Tardi, C. Williams, J. Pinkston, E. Matthews, S. Selke, F. Pavese, J. Wilkerson, C. Goldstein, M. Peek, S.H. Chung, G. Guerrieri, J. Levitan, J. Najarian, S. Wollock, P. Jackson, R. Pardi, R. Rehberg, M. Innis-Jimenez, S. Betts, D. Fengya, J. Peterman, A. Montare, S. Lawrence, A. Scala, C. Simon, E. Goldstein, M. Turkish, L. Dye, K.H. Kim, D. Van Boerum, M. Martin, O. dela Suaree, A. Cheo, E. Phadia, E. Gonzalez, V. Vicari, T. Ramin, R. Martinez, M. Giorgio, V. Bhat

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

- 1) Proposed Agenda for Meeting
- 2) Minutes of the General and Executive/Local Council Meeting (March 20, 2007)
- 3) ART Agreement

**1. Call to Order**

Due to flooding in Paterson, S. Tardi was delayed and requested that Chriss Williams call the meeting to order. Williams called the meeting to order at 12:46 pm. At Tardi's request, a moment of silence was observed in remembrance of the tragedy at Virginia Tech.

**2. Adoption of the Agenda**

A motion to approve the agenda was made by A. Montare, and seconded by J. Wilkerson. Approved unanimously.

**3. Approval of Minutes of the General Membership and Executive/Local Council Meeting**

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

Williams stated that it is important to address the Virginia Tech situation in all classes, and noted that the Union's response must be proactive. He said that one positive thing that can come out of the tragedy is the establishment of a well-known emergency plan on campus. A member pointed out that students may be referred to the Counseling, Health and Wellness Center in Morrison Hall. Another member commented that faculty members are wondering how to address the issue. Williams noted that we live in an open society and there is no way to fully protect against the violence that occurred at Virginia Tech. He said the only thing we have some control over is how secure we feel, but whether or not we actually are more secure is another matter. A member commented that *The Star Ledger* interviewed several university presidents regarding the plans

that were put in place following 911, and apparently all State universities are required to have a plan in place. Another member said she believes there should be discussions about the use of violent (aggressive) language in classes, and feels it is just as important as discussions about racist and sexist language. A member commented that he discussed the issue in all three of his morning classes, and advised the students to be aware of emergency situations and be prepared to take decisive action.

#### **4. ART Agreement**

Williams said he is pleased to announce that a copy of the signed ART agreement is included in the packet. A member stated that members in her department are concerned about the criteria for ART and questioned if faculty members would be able to provide input. She said they are also concerned that the criteria can be used to keep people out of the ART program. Williams said the guidelines for the award of 1-4 semesters will be developed by the Administration in consultation with the Union. A member asked if there is a grievance policy or some way to find out what happened in the case of a proposal being rejected. Williams said while there is no official appeal process, candidates whose outcome differs from the award requested and candidates whose proposal is rejected will be provided with the reasons by the Provost. Williams noted that the final decision still rests in the hands of the Provost.

Williams said Union Leadership requested that faculty members who teach 4 credit courses be allowed to use ART for 4 credits (four credits = one course), but the Provost deemed the program as being strictly based on credit hours. Williams acknowledged that the ART application process is not perfect but stated that it is inherently better than the Administration making all the decisions. A member agreed that it does seem like a better system than before, but expressed concern about going to the Provost and/or the Associate Vice President and Dean of Graduate Studies and Research to discuss proposals. The member said she had tried to set up meetings to speak to the Administration about her proposal in the past and they cancelled the meeting several times until the 30 day deadline passed. The member asked that the agreement clearly state that anyone who is not awarded can go and talk to the Administration and have it clearly explained. Williams stressed the importance of writing a clear proposal. He said he expects more faculty members than ever will now participate in the ART program. He encouraged everyone to let colleagues know how critically important it is to write clear proposals and to attend Union sponsored seminars on developing ART proposals, much like the seminars that are offered on the promotion and retention process. A member stated that she once saw a score sheet with the delineation of the points the ART Committee uses to score each proposal, and she suggested that the form be distributed as it may help applicants phrase their proposal to meet the criteria in a certain way.

Williams stated that under the former proposal, there was a clause stating that proposals not completed in a timely matter would be subject to a penalty. The new proposal states that if the faculty member discovers that he/she cannot complete the activity as previously thought, the faculty member can notify the Department Chairperson and the Dean so the proposal can be modified without a penalty.

## 5. Master Contract Update

Williams said there is nothing significant to report concerning the Master Contract Negotiations. Frank Pavese stated that he attended a recent meeting concerning adjunct faculty and there was little movement on any of the issues. Pavese said he assumes that the process will move very quickly at the end. A member stated that something should come out of the Governor's accident since he was not wearing his seat belt, and some insurance companies will not pay if individuals are not wearing a seatbelt. The member noted that Gov. Corzine will have his medical care paid, and questioned "when is he going to worry about us?" Williams agreed that the health benefits are a concern. He stated that his understanding is that the State is proposing to eliminate the Traditional Plan (for all those not grandfathered by the current agreement) and offer a proposed new PPO plan along with two different HMO's. Williams said the proposed new PPO came about because as part of the normal negotiations process, the State puts out a Request for Proposals (RFP). This establishes the criteria for the proposal and invites bids. Experts from AFT National and two pension representatives attended the March 23 contract negotiations meeting, and the AFT National representative requested a copy of the RFP so he can evaluate it and compare it to our current health plans and make a true assessment. The State claims it is against the law to distribute the RFP, but agreed to provide a copy of an old RFP which is supposedly similar to the one that was put out this year. The AFT National representative is currently reviewing the old version. A member stated that since the RFP has been distributed to insurance companies, it should be considered a public document. Another member suggested that if the old version of the RFP is acceptable, then tell the State we accept the old one. Williams stated that it is not a matter of us accepting anything. He said the analogy of not buying a house without looking at it applies to the health benefits proposal. Even though the CWA ratified their agreement, if our Union is unhappy, we still have a group of people and we can exert influence. Williams stated we may not know if this is a good health plan or not until we get it.

Tardi noted that Nick Yovnello, President of the State Council has repeatedly stated that the State is not saving money but is trying to make a political statement that "no New Jersey employee gets a free ride regarding health benefits." Tardi further stated that she has requested that President Yovnello provide data to substantiate his claim. Members of the negotiating team (Williams, Mwaura, and Montare) acknowledged the statement by the Council President and Tardi's request for data.

**S. Betts made a motion to request that the Council President provide data to substantiate his statement that the state is not saving money and that the health benefits issue is just as important as salary. J. Wilkerson seconded the motion. Approved unanimously.**

## 6. Budget

Tardi noted that this budget was not approved by the Executive Board. The Treasurer submitted the budget too late for appropriate Executive Board review. Mwaura presented the budget for feedback from the membership. It will now go to the Budget Committee and the Union Executive Board for approval, and will be presented to the General Membership for approval at the May meeting.

## **7. New Business**

Tardi said she would like to reorganize the office staff and hire an administrative assistant for twenty hours per week for 12 months at a rate of \$8 - \$15 per hour depending on experience. She said she is looking to hire someone from the outside. She said she would prefer not to hire a student due to the sensitive nature of the work. A member asked if the position can be advertised to adjunct faculty and Tardi said she tried that in the past and it did not work out.

## **8. Executive Board Nominations**

Eleanor Goldstein, substituting for Marion Turkish, Chairperson of the Nominating Committee, provided the nominations for the Executive Board for the 2007-2008 year: Susanna Tardi, President; Linda Gazzillo Diaz, Vice President for Negotiations; Chriss Williams, Vice President for Grievances; Ed Matthews and Shari Selke, Professional Staff Co-Representatives; Jan Pinkston, Recording Secretary; Robert Wolk, Library Officer; Frank Pavese, Adjunct Officer; and Muroki Mwaura, Treasurer. According to the Nominating Committee, no other nominations were received and consequently, the Recording Secretary cast one vote for each of the nominees. The nominees were then elected to the Executive Board for the 2007-2008 year.

## **9. Announcements**

Tardi reminded the membership that Senate elections are underway and it is very important to vote. She noted that a strong Union and a strong Senate will help move Union and academic issues forward. Members Ki Hee Kim, Donna Fengya and Diana Van Boerum stated that they are running for positions in the Senate and would appreciate votes.

Tardi said Cindy Simon is running for the Wayne School Board and would appreciate votes.

Gina Guerrieri reminded the membership about the upcoming rally for Darfur in Washington, DC, and thanked the Union for their support. Tardi thanked Guerrieri for her commitment and dedication regarding her work on that issue (applause from membership).

Tardi announced that she lost the election for Executive Vice-President of the State Council by five votes. She thanked everyone for their support and pledged to monitor the activities of the State Council. In the next two years she will consider to work toward the development of a more effective State Council.

A University Health Fair will be offered in Wightman Gym on April 19th. The American Democracy Project is sponsoring a Globalization Conference on April 26-27. Tardi urged members to attend.

## **10. Adjournment**

A motion to adjourn was made by Montare, and seconded by Scala. Approved unanimously. The meeting adjourned at 1:48 pm.



Respectfully submitted,

Jan Pinkston,  
Recording Secretary

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

**Date:** Tuesday, May 8, 2007  
**Location:** Raubinger 01  
**Time:** 12:30 pm – 1:45 pm

**Present:** S. Tardi, L. Gazzillo Diaz, C. Williams, J. Pinkston, M. Mwaura, E. Matthews, S. Selke, R. Wolk, G. Pope, C. Goldstein, S.H. Chung, G. Guerrieri, J. Carter, S. Wollock, A. Pachtman, R. Rehberg, I. Nack, M. Innis-Jimenez, S. Betts, D. Fengya, K. Louie, J. Peterman, A. Montare, K. Park, C. Mulrine, A. Scala, C. Simon, K.H. Kim, L. Dye, M. Kim, V. Vicari.

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

- 1) Proposed Agenda for Meeting
- 2) Minutes of the General and Executive/Local Council Emergency Meeting (April 5, 2007)
- 3) Minutes of the General and Executive/Local Council Meeting (April 17, 2007)
- 4) Statement form McEnerney, Brady, & Company, LLC

**1. Call to Order**

The meeting was called to order at 12:47 pm.

**2. Adoption of the Agenda**

A motion to approve the agenda was made by A. Montare, and seconded by D. Fengya. Motion was approved unanimously.

Modifying agenda items:

Tardi requested to add the President's report following #5. A motion to amend the agenda was made by A. Montare and seconded by E. Matthews. The motion was approved unanimously.

A motion to approve the agenda as amended was made by A. Montare and seconded by E. Matthews. The motion was approved unanimously.

**3. Approval of Minutes of the General Membership and Executive/Local Council Meeting**

A motion to approve the April 17, 2007 minutes was made by A. Montare and seconded by G. Pope. The motion was approved unanimously.

A motion to approve the April 5, 2007 emergency meeting minutes was made by A. Montare and seconded by A. Pachtman. The motion was approved unanimously.

#### **4. Professional Staff Evaluation Process and Calendar**

Selke reported that an agreement was reached between the Union Executive Board and the Administration regarding Professional Staff evaluation forms. She indicated that the same evaluation form will be used for Professional Staff reappointment and for evaluation within the multiyear contract. Tardi noted that if Professional Staff members encounter issues with their supervisors they should contact the Union Leadership, so the problem can be addressed in a general way rather than pointing to a specific member.

#### **5. Action Items**

##### **a. Budget**

Tardi explained that the budget is late because Treasurer Mwaura presented it late to the Executive Board. She said Mwaura is also the Treasurer for the State Council and is accustomed to operating on a different timetable as far as the budget is concerned. She said the Executive Board addressed the issue and Mwaura now knows the exact procedure for next year. Mwaura presented the budget and pointed out that there was a change made to the council delegate line item since the membership reviewed the proposed budget at the April 17th meeting. The amount was increased to accommodate the cost of mileage for each delegate. Tardi added that state delegates are paid \$100 per meeting in addition to mileage. She further noted that she, Gazzillo Diaz, and Williams do not get paid per meeting and are only reimbursed for gas and mileage.

Mwaura explained that by the way in which the budget is presented, surplus from the previous years' budget is not rolled over. Consequently, negative amount balances are not an indication that finances to run the Union are unavailable. Tardi added that the Executive Board is concerned that we are overpaying AFT National and the State Council (the amount we pay is based on the number of members). The figures that the Administration provided are different from those of AFT National and the State Council. Since it is the Treasurer's responsibility to provide per cap payments to Council and National AFT, Mwaura will go back through the University payroll records from last year to determine exactly how many members were in our Union. Tardi said it is in the best interest of the Council if our numbers are high. She said that the National AFT figures are suspect since they claim they got the numbers from a membership suite program that we do not use. Tardi noted that it is not clear exactly what our legal rights are as far as recouping money that was overpaid and we are checking with the attorney. If they determine we can recoup the money, Ed Matthews will do a two year audit of the payroll records (2004-05 and 2005-06) over the summer and will be paid for his services. Mwaura will do the one year audit (2006-07) as part of his regular duties as treasurer. Tardi reiterated that Matthews will only do the audit if we can recoup the funds.

Mwaura pointed out that the summer contingency credits have decreased. Last year, 11 credits were allotted for summer contingency and a total of 5.5 credits were used by the President and the V.P. of Negotiations. Tardi said she wants the membership to understand that the 11 credits of summer contingency listed in the proposed budget are there only in the event of an emergency. Tardi referred to the accountant's statement in the meeting packet stating that our

finances have been reviewed and everything is in order. She said she will invite Vince Baldassano to the September meeting to discuss our investments.

Al Montare, Chairman of the Budget Committee, said that the budget committee recently met and approved the proposed budget. He said one person on the committee felt excluded and has since resigned. Montare stated that there was difficulty getting the Budget Committee together, and in an effort to present the budget to the membership in a timely manner, he provisionally passed the budget so it could be presented at today's meeting. He explained that an emergency meeting of the Budget Committee was called, and the person who resigned was not able to attend at that time. The Budget Committee then approved the budget. Montare pointed out that the AFT national dues estimate for the 2007-08 year is more in line with what we are anticipating to pay verses what the previous budget estimated. He also noted a correction on the second page where the amount being paid to the Treasurer had been miscalculated.

#### Comments from members

A member questioned if there was a quorum when the committee made its final determination. Tardi said the official members of the Budget Committee are Al Montare, chair; Ken Schneider, Jane Hutchinson, Ester Martinez, Bob Bing, and Rey Martinez. E. Martinez and Bing were not available for the emergency meeting and Hutchinson was out of town due to an illness/death in the family and did not know when she would be returning. Tardi noted that the constitution does not state that there must be a quorum, but rather, it states only that "the Executive Board prepares the budget and submits it to the Budget Committee for recommendation." Tardi said that the process was done properly in terms of the constitution, but since we are trying to change the constitution to include stricter rules, we attempted to go ahead and apply them. Unfortunately, not all the members of the committee could attend the meeting. A member asked if all the appropriate protocol to arrive at the presentation of this budget has been satisfied to the letter. Williams responded that it has been satisfied beyond the letter.

Montare said that he volunteered to serve on the Budget Committee because he served as Treasurer for six or seven years. He said he will resign as the chair of the committee. A member stated that she is concerned about this issue because the constitution says that when not specifically stated, we will follow Roberts Rules of Order, and since this is the case, there would have to be a quorum. The member further stated that issue should be addressed not only in the Budget Committee but in all committees. Williams said that although he doesn't necessarily disagree with the member's remarks, he would like to know where that is stated in the constitution. He further added that from the standpoint of the current constitution, this process was clean. Tardi noted that Mwaura offered to explain the budget to any member of the Budget Committee who was interested prior to today's meeting. He also invited the person who felt excluded from the budget meeting to meet with him to address any issues, and that person chose not to make an appointment.

**S. Wollock made a motion to approve the budget. I. Nack seconded. The motion was approved with one abstention.**

#### **b. Department Representatives**

Tardi reported that due to a lack of response, the names of the Department Representatives and

State Delegates cannot be updated until September, and she recommends that since negotiations are currently underway, that the representatives and delegates are kept in place provisionally. **A. Montare made a motion to keep the Department Representatives and State Delegates in place. A. Scala seconded. The motion passed unanimously.**

**c. Committee Members (Budget, Legal, Nominations, Elections)**

Tardi announced the committees that are in place: Library - Judy Matthew and Richard Kearney; Professional Staff - Michael Georgio, Ray Martinez, and Roosevelt McCullom; Adjunct – Cindy Simon and Vince Vicari; Budget and Audit – Jane Hutchison, Esther Martinez, Al Montare, Ken Schneider, Chris Mulrine, and Rey Martinez; Career Development & Tuition Reimbursement – Donna Fengya and Melda Yildiz; Election – Jean Levitan; Legal – Al Montare and Chriss Williams; Legislative Liaison/COPE – Frank Pavese; Membership – Ellie Goldstein and Marion Turkish; Scholarship – Kem Louie, Frank Pavese, and Janet Tracy; COPE – Linda Gazzillo-Diaz, Frank Pavese, Susanna Tardi, and Gina Guerrieri.

**A motion to approve the Representatives and Committee members was made by A. Montare, seconded by M. Turkish. The motion passed unanimously.**

Tardi reminded the membership that it is important to volunteer to serve on committees. She thanked the individuals who serve on committees and also thanked the department representatives for serving, noting that \$12.50 is not adequate compensation for their work. Tardi also recognized members of the Executive Board and noted that we have a good team in place and have received positive feedback from members regarding the way this Leadership operates. A member stated that he cannot believe that this Local is so hands-on and said he has no trust in the Council. Tardi said that this Leadership fights hard for the membership. She gave an example of a member who had an issue with the Dean changing his FSPA. Tardi said even though the Council and the Administration advised against it, she went to arbitration over this matter because she wanted to fight for the principle. She said this made the member feel confident in our Local Leadership, sent a message to the Administration, and demonstrated that our Leadership is accountable (applause from members).

**6. President's report**

Tardi reported that she expressed concerns about campus safety at a recent meeting of the Board of Trustees (BOT). She noted that she does not have confidence in the Critical Incidence plan the Administration presented to the BOT. She asked the President to form a task force in order to allow many people to provide input and give the experts on campus an opportunity to make suggestions. Tardi said the President maintains that the Valley Road campus is safe, and that the emergency response time is faster than the main campus because it is covered by Wayne police. Tardi said the Union would like to take a proactive approach, but there is really nothing that can be done until an incident occurs.

Tardi also discussed the ceiling problems at Shea Auditorium. She said the performances were stopped until they examined the building and it was deemed safe. Tardi reminded the membership that the Union is very concerned with employee safety issues. Tardi further requested that the President provide a statement from the structural engineer indicating that the building is safe.

### Comments from members

A member expressed his shock and concern that concrete fell from the ceiling in Shea. He said the university has a premier jazz program and the maintenance of Shea needs to be a high priority on this campus. Another member said she feels it is a very serious matter and she did not get the sense that it was taken seriously enough. Tardi acknowledged the concerns and stated that she wants to see proof that the inspectors are doing what they need to do. She noted that the building is in need of repairs but that funding is a problem as they have not been able to raise a sufficient amount of money. A member asked if there is a faculty or Union committee in place to deal with safety issues on campus. Tardi responded that her responsibility is to notify the Administration and follow through when there are questions about safety. A member commented that everyone on campus should be aware of the Tort Law stating that the University is liable if injuries result from dangers on campus that are not repaired in a timely fashion. A member described one incident with a problem with bees in Science 200A. The member said she reported the problem on a weekly basis throughout an entire semester, and it was finally corrected when there was only one week of class left. Tardi said issues like this are not acceptable and the solutions that are provided are unacceptable. Tardi noted that she wrote a letter on behalf of the Union, stating that if anything should happen the Administration is responsible. She further stated that she told the BOT that a more concrete safety plan is needed on this campus and the issue of aggressive students in the classroom needs to be addressed. Tardi said she told the BOT that William Paterson should be more proactive on this issue and that a consumer mentality among the students is exacerbating the issue. Tardi said the BOT seemed interested and Martone and Sherman agreed to hold a series of forums designed to make this campus safer from that perspective.

A member commented on the consumer mentality of the students, and expressed concern that faculty members are rated by students in every class during every semester through the current evaluation process. The member further commented that William Paterson hires faculty who are specialists in certain areas, and then students get to rate them. The member suggested that the Union (not the Senate), should have a rating system for the Administration, and each semester the results should be published in the public newspapers. The member gave an example of how the teachers in the Wayne public school system wrote letters to the Board expressing their disapproval with the Superintendent and the person was not rehired. Tardi responded that in terms of student evaluations, if anyone is dissatisfied with the wording, it can be changed. She said the State requires that the evaluations take place, but departments can have control over the questions in them. Tardi stated that she would be happy to provide a survey to rate the Administration, but noted that the Senate has such a survey and the BOT has made it known that they do not have to pay attention to the outcome. The member suggested making it open to the public. Tardi responded that it would be more effective if faculty and staff attend the BOT meetings, as that is the best way to let the Administration know that there is Union support. A member said that in regard to aggressive students, one way to reach students and improve their civility is to offer training seminars and ask the First Year Seminar teachers to talk about what is expected. Tardi responded that while that is an excellent idea, the problem is that the Administration has not decided what to do with the First Year Seminar because the amount of information to be covered is overwhelming. Students are so bombarded with information that they take nothing seriously. Tardi noted that civility is a requirement, and students need to know

that when they graduate and go out in the workforce that they cannot talk back to their supervisor. Tardi said she believes we are doing a disservice to students if we ignore this behavior.

**S. Wollock moved that the Union organize a faculty satisfaction survey that will serve as an annual report card stating what the faculty thinks about the Administration.**

**M. Innis-Jimenez seconded the motion. The motion was approved unanimously.**

A member suggested developing a policy regarding the language of the evaluation and changing it so that the department or committee that evaluates the faculty shall consider the students' opinions and make it clear that students are registering an opinion, not an evaluation. If there are retention and tenure problems, the Administration cannot reject a person based on students' opinions. The member stressed difference in the words evaluation and opinion. Tardi responded that regardless of the language, the surveys are evaluative. She said higher scores in terms of teaching are evaluative, even if they are not supposed to be used that way. A member suggested that the Administration should be retrained to change use the word opinion, and they may have to be reminded of the process.

**L. Dye made a motion to work toward renaming the student evaluations to student "opinionnaire." The motion was seconded by S. Wollock.**

Discussion:

Williams said that at some point there is going to be some measurement of what that opinion is and someone is going to be higher than someone else. Tardi said the other danger is that the Administration likes to spin it to say that faculty members do not want to be assessed because we are not doing what we are supposed to do. There is pressure from the State and the BOT regarding assessment. She said we may be able to modify it from assessment to opinion but it will be the same thing. A member stated that we are not supposed to be comparing faculty members to one another. Tardi said that while that may be true, the Administration still does. A member stated that she would like to affirm what was said, and that she feels that by referring to the evaluations as student questionnaires we are changing the culture. She also said the departments do need to look seriously at these forms and write questions that we really want opinions about. The member said that changing the language for this process is a move in the right direction. Another member stated that we have a technical situation and we must lay the groundwork for a move that we want to make in the future. The member said opinion is not evidentiary. Another member said he would like to commend L. Dye on her suggestion. He said that he thinks it is fantastic because it changes the whole concept. He also stated that we must do the survey on the administration. A member stated that if the department determines the questions and not the college, then we should be able to call it whatever we want. Tardi said the Union Leadership will go back and review the handbook policy regarding student questionnaires and retention and tenure, promotion, and range adjustments. She suggested that members discuss this matter in their departments, decide what they want to do, and then forward the suggestions to the Union Leadership and the Administration.

**The motion to work toward renaming the student evaluations to student opinionnaire passed unanimously.**

A member asked if there are any updates on negotiations. Tardi responded that there have been no meetings due to final exams. She said members will be notified via email of any developments in the coming weeks. The email will be sent from the Tardi-AFT account.

**7. Adjournment**

A motion to adjourn was made by Montare and seconded by Scala. Approved unanimously. The meeting adjourned at 1:51 p.m

Respectfully submitted,

Jan Pinkston  
Recording Secretary  
[Edited:]



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

**Date:** September 18, 2007  
**Location:** Raubinger 1  
**Time:** 12:30 pm – 1:45 pm

**Present:** S. Tardi, L. Gazzillo Diaz, J. Pinkston, M. Mwaura, E. Matthews, S. Selke, F. Pavese, I. DiMaio, R. Wolk, J. Wilkerson, G. Pope, R. Schwartz, K. Martus, G. Guerrieri, J. Hsu, J. Carter, J. Najarian, S. Wollock, P. Swanson, R. Soto, M. Innis-Jimenez, S. Betts, D. Fengya, K. Louie, J. Peterman, A. Montare, K. McNeal, K. Chen, J. Felson, A. Rotonda, A. Scala, J. Matthew, M. Giorgio, R. McCullum, V. Vicari, E. Goldstein, I. Nack, C. Simon, K.H. Kim, E. Phadia, A. Cheo, A. Grossman, S. Godar, R. Kovalski, J. Levitan, D. Van Boerum, J. Heavy, S. Rienstra

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

- 1) Minutes of the May 8, 2007 General and Executive/Local Council Meeting
- 2) Lists of State Delegates and Department Representatives

**1. Call to Order**

The meeting was called to order at 12:44 pm.

**2. Adoption of the Agenda**

A motion to approve the agenda was made by K. Martus, and seconded by E. Goldstein. Approved unanimously.

Modifying agenda items:

The following will be added to the agenda: voting on Department Representatives, State Delegates and the AFT Local 1796 student scholarship. A motion to modify the agenda was made by A. Montare and seconded by R. McCallum. Approved unanimously.

**3. Approval of Minutes of the May 8, 2007 General Membership and Executive/Local Council Meeting and Emergency Meeting**

A motion to approve the minutes was made by A. Montare, seconded by G. Pope. Approved unanimously.

**4. President's Report**

Tardi reported that Grievance officer Chriss Williams is in the hospital. Tardi and Gazzillo Diaz will assume his duties with assistance from a representative from the Council as necessary. Tardi said she and Gazzillo Diaz both have experience with grievance work and feel confident handling retention issues and other grievances.

She urged any Professional Staff members who are working out of title to notify the Union immediately.

J. Levitan made a motion to send a “get well” gift to Williams. R. Martinez seconded the motion. The motion was approved unanimously.

Tardi said ballots for the contract ratification were sent. Tardi said she was not in favor of the Council’s decision to permit new members to sign up and vote for contract ratification right up until the time ballots were due. Tardi said she feels Union membership should be increased throughout the year, not by “dragging in bodies” for votes. Tardi noted that we wanted individuals to sign up as members because they have faith in the Union, not so they can simply vote. A member stated she received two items over the summer, but did not receive a ballot. A note was made for the office administrative assistant to look into this matter.

## **5. Constitution**

Tardi said this is a continuation of the first reading of the Constitution and it will go through a second reading with any revisions before a final vote is taken. Gazzillo Diaz said she will read each article beginning from where we last left off (Article 4 – Executive Board Local Council and Elections). She encouraged the membership to point out errors and suggest modifications. She said she is already aware of the formatting issues

### **Continuation of Article IV –**

A member pointed out that on Section 3, number 4 that Professional Staff should be capitalized. The member said the wording on page 5 is not clear and seems to refer only to the Professional Staff. The member suggested that it should state “Union Membership.”

A member questioned number 2, “term of office.” Tardi explained that the Council changed their Constitution after our last revision, so some of the items suggested for modification are in response to their revisions. Tardi noted every other Local has a two year term of office while ours is one year. Tardi said we don’t have to change the term, but she feels that it generally takes two years for Executive Board members to understand the scope of their duties and make significant contributions as a group. In addition, she noted that the Constitution has a mechanism in place for removing people who are not appropriately fulfilling their roles.

A member stated that the Faculty Senate switched their councils so they are staggered, and he questioned if this proposed change would be staggered or if they would be in one sweep? Tardi said it would be “one sweep.” She said this Local tends to have long terms of leadership. Irwin Nack was president for 15 years, and Linda Dye for 12 years, so there has always been overlap. Tardi said we have never had a problem with all Executive Board members being new.

A motion to modify the length of the term of Executive Board members to two years was made by Scala and seconded by Martus. The motion passed unanimously.

A member questioned whether or not elections could be accomplished electronically. Tardi noted that we have not found a reliable and cost effective mechanism for getting ballots out to the membership by email. One problem is that the administration has consistently given us an incomplete list of members and agency fee payers. If elections are necessary, the pros and cons will be presented to the General and Executive Local Council who will determine if the election should be held electronically or by mail.

Another member suggested changing the wording in section 5 to state that “Officers of the Union shall be required to have been a member of the Union for a period of six months prior to nomination.”

A motion to accept Article IV with the revisions was made by J. Najarian and seconded by E. Martinez. The motion was approved unanimously.

#### **Article V**

Gazzillo Diaz stated that this article was rewritten to instate that the President is also ex-officio to the budget and audit committee. A member questioned whether ex-officio also means non-voting. Tardi stated that when the Union states ex-officio it means non-voting, but that will be added in order to make the article more clear.

A member asked if committees are always made up of three members. Tardi explained that before she took over leadership there were no committees. She said it is sometimes difficult to get members for each committee so occasionally the number is as small as 3.

A motion to pass Article V with the revisions was made by K. Martus and seconded by E. Martinez. The motion passed unanimously.

#### **Article VI**

A motion to pass Article VI was made by E. Goldstein and seconded by R. Wolk. The motion passed unanimously.

#### **Article VII**

A member asked for an explanation of the agency fee letter. Gazzillo Diaz said the agency fee letter is clarification of the difference between the agency fee payer and a member. Tardi said a number of agency fee letters may be produced. One includes the accounting from the chargeable to the non-chargeable items.

A member questioned the oversight of investments and suggested adding that the president and the treasurer will oversee the funds, and that they will be presented to the membership at least once per year. Tardi noted that this is aligned with the current practice. The member also stated that in addition to the budget and funds, the 4<sup>th</sup> paragraph of the President’s information should state “oversees budget and long-term investing of the Union.”

A member asked about the grievance committee. Tardi stated that arbitration matters go through the Executive Board and then to the membership for a decision.

A member questioned if there should be language indicating that the budget should be presented to the budget committee at the end of the year. The member said that last year the budget was not presented to the committee in a timely fashion. Tardi said this matter has been discussed and clarified with the treasurer who now understands the timetable for presenting the budget.

A motion to accept Article VII with the revisions was made by J. Najarian and seconded by E. Martinez. The motion was approved unanimously.

### **Article VIII**

A motion to accept Article VIII was made by K. Martus and seconded by A. Scala. The motion was approved unanimously.

Tardi said that due to time, she would like to shift away from the Constitution for a few minutes in order to discuss the Irwin Nack Scholarship and AFT Local 1796 scholarship. She reminded the membership that last year it was agreed that the amount of the scholarships would be increased to \$1,000, and that they would be offered through Institutional Advancement in hopes of getting more applicants. Tardi said Institutional Advancement was no more successful in generating applicants and we ended up with two applicants and two scholarships. After a brief discussion, a motion to take back control of the two scholarships was made by A. Scala and seconded by A. Cheo. The motion was approved unanimously.

Tardi called attention to the lists of State Delegates and Department Representatives. A member requested that State Delegates be notified that full strength is needed one week in advance. Tardi recommended that the list of State Delegates be approved with the understanding that the Executive Board would determine how many delegates are needed to attend on a meeting by meeting basis. She noted that this is a cost effective measure since delegates are paid \$100 per meeting. (Note: Attendance at meetings is a role and responsibility for the Union President, VP for Grievances and VP of Negotiations, and they are not paid \$100 per meeting.)

The lists of State Delegates and Department Representatives were discussed. A motion to approve the State Delegates (with the Tardi clarification) and the Department Representatives with revisions was made by J. Najarian and seconded by K. Martus. The motion was approved unanimously.

### **Constitution, Article IX**

A motion to accept Article IX was made by J. Wilkerson, seconded by K. Martus. The motion was approved unanimously.

### **Article X**

Pavese suggested a change to section 1 to include “If the University is closed on the date the meeting is scheduled, it will be rescheduled by the President at least one week prior to the rescheduled date.” A motion to approve Article X with the revision was made by S. Selke, and seconded by J. Levitan. The motion was approved unanimously.

#### **Article XI**

A change was suggested to Article XI, stating that dues shall be fixed by a majority vote of members present at any General and Executive/Local Council meeting provided notice of contemplated dues increase has been announced at a previous meeting by the Executive Board. A motion to accept Article XI as revised was made by E. Goldstein and seconded by J. Wilkerson. The motion was approved unanimously.

#### **Article XII**

Regarding the circulating of the Constitution, a member suggested adding the word “electronically” regarding amendments to the Constitution, so the sentence states “A majority of those present shall be circulated not only in writing but also electronically.” A motion to accept Article XII with the revision was made by J. Najarian and seconded by A. Scala. The motion was approved unanimously.

#### **Article XIII**

A motion to accept Article XIII was made by F. Pavese and seconded by J. Najarian. Motion was approved unanimously.

#### **Article XIV**

A member suggested adding to section 1 that one copy of the Constitution be given to the CNJSCL, and that copies shall be made available to “any” affiliated organizations upon request instead of “other.” A motion to accept Article XIV with the revisions was made by J. Najarian and seconded by F. Pavese. The motion was approved unanimously.

#### **Article XV**

A member noted that there should be a period after the word meeting on the 4<sup>th</sup> line, and that the extra space should be deleted. A member questioned what constitutes a quorum, and that this should be mentioned after the line that 2/3rds of members present vote for recall at which a quorum is present. A discussion ensued regarding what percentage constitutes a quorum, and it was decided that it is 25% of those present on the attendance list.

A motion to approve Article XV with the revisions was made by K. Martus and seconded by E. Matthews. The motion was approved unanimously.

#### **Article XVI**

A motion to approve Article XVI was made by J. Najarian and seconded by S. Selke. The motion was approved unanimously.

#### **Article XVII**

A motion to approve Article XVII was made by A. Montare and seconded by F. Pavese. The motion was approved unanimously.

**Adjournment**

A motion to adjourn made by A. Montare, and seconded by F. Pavese. The motion was approved unanimously. The meeting adjourned at 1:57 pm.

Respectfully submitted,

Jan Pinkston,  
Recording Secretary  
[Edited:]

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

**Date:** October 16, 2007  
**Location:** Valley Road 2021  
**Time:** 12:30 pm – 1:45 pm

**Present:** S. Tardi, L. Gazzillo Diaz, Ed Matthews, S. Selke, I. DiMaio, F. Pavese, G. Pope, R. Schwartz, M. Peek, K. Martus, G. Guerrieri, J. Carter, S. Wollock, R. Soto, M. Innis-Jimenez, S. Betts, K. Louie, A. Montare, K. Chen, A. Rotonda, A. Scala, R. Kearney, M. Giorgio, R. McCullum, C. Simon, E. Goldstein, J. Hutchinson, K.H. Kim, I. Nack, A. Mir, S. Musa, R. Kashyap, F. Li, B. Mason, A. Grossman, S. Godar

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

- 1) Faculty and Staff Promotional Opportunities: Rationale, Data Analysis & Recommendations 2007-2008 Academic Year (Submitted 10/15/2007)
- 2) AFT College Council Endorsements 2007

**1. Call to Order**

The meeting was called to order at 12:41 pm.

**2. Adoption of the Agenda**

**A motion to approve the agenda was made by K. Martus, and seconded by E. Goldstein. Approved unanimously.**

**Modifying agenda items:**

Tardi requested a modification to the agenda:

4. Announcements
5. President's Report
  - 5a Teaching Load
  - 5b. Adjunct Faculty Representative/Cope Officer Report
  - 5c. Promotional Opportunities
6. Action items

**A motion to approve the agenda with modifications was made by K. Martus, seconded by G. Pope. Approved unanimously.**

- 3. Approval of Minutes of the September 18, 2007 General Membership and Executive/Local Council Meeting -- A motion to approve the minutes was made by S. Selke, seconded by K. Martus. Approved unanimously.**

**4. Announcements**

Tardi announced that a petition concerning Darfur is being circulated by Gina Guerrieri and reminded members of upcoming promotion workshops.

## **5. President's report**

### **a. Teaching Load**

(Please note: Due to the sensitive nature of the minutes, this section represents an executive summary rather than the actual minutes. For details regarding this discussion, please ask your Department Representative, or inquire at the Union office, Hunziker Hall, room 100).

Tardi said it was brought to her attention that the Provost was invited to attend a meeting at one of the colleges during which teaching credit load and the new ART Program were the focus. Tardi expressed concern over this matter because under no circumstances is anyone other than Union Leadership authorized to negotiate on behalf of the membership, and to do so is a direct violation of the contract.

Tardi noted that Alternate Assignment is one of the major areas currently under negotiation. Each of the colleges should work with Union Leadership toward a unified plan for a reduction in teaching load. Tardi said the needs of the faculty are similar throughout the institution. A reduced teaching load is necessary in **all** departments to recruit and retain quality faculty and to permit individual professional growth and quality service to the institution. Tardi said the Union Leadership has been negotiating the ART Program for over a year. She noted that ART was an agenda item on almost every meeting for over a year, and regular discussions about the matter occurred and updates were given at General and Executive Board meetings. Tardi noted that at no time did anyone from the college that met with the Provost provide one concrete suggestion or give any indication that he or she was not satisfied with the proposed ART Program. Tardi said the current ART Program is a pilot program which will be assessed in two years. The assessment will be based on the needs of the faculty members at William Paterson University, not on any specific college.

Tardi said she received complaints from faculty members who were concerned that the members from an individual college were attempting to negotiate with the Provost. Tardi recommended writing a letter to the Board of Trustees stating that negotiations may be conducted with the Union Leadership only. Negotiations outside of this body constitute an Unfair Labor Practice. Tardi noted that this Union Leadership has fought very hard to maintain Union cohesiveness.

### **Comments from members**

- The Union should fight to maintain the benefits that a college was promised by the Administration.
- A change in administrative leadership should not result in a change of the benefits for members of the college.
- Concerns were expressed regarding accreditation needs.
- The Union should fight to have perks gained by one college spread out to everyone.



- If there is evidence of the Administration conducting negotiations with any sub-group, then there is no choice but to file an Unfair Labor Practice.

**A. Scala made a motion for the President of the Union to write a letter to the Board of Trustees stating that negotiations are to be conducted by the Union Leadership only. I. Nack seconded the motion.**

Discussion: A member asked if “negotiations” really took place at the meeting of the Provost and the specific college. Tardi responded that she was aware of the concern of the specific college, and had requested to be invited to a meeting to discuss those concerns, but no invitation was extended. A member said that the letter should be clear that the Union is considering taking action and not waiting to see if it happens again. Another member stated that he was present at the college meeting and the “negotiations” were weak enough that he did not even notice it was taking place. The member stated that the Provost was not invited to the meeting by the faculty and that during the course of the meeting faculty members attempted to cut off “that kind of talk.” He said ART was discussed because faculty members in the college wanted to know if ART previously granted by the Dean now has to undergo the traditional ART process. Tardi reiterated her concerns about engaging “in that kind of talk” with the Administration. Tardi said she was told by the Provost that many individuals in the college under discussion believe that their ART proposal should not have to be reviewed by individuals outside their college. Tardi noted that all faculty members applying for ART are reviewed by individuals outside of their college. She said she will personally serve as the Union observer on the ART committee to ensure the process is done properly. Tardi stated that when members go directly to the Provost with their concerns rather than going through the Union Leadership, the Provost interprets that as problems within the membership. Tardi said that because of a few complaints by individual members about the promotion process, the Provost is already in favor of considering changing the promotion policy to create another level of review. Tardi emphasized that Union Membership must remain united to protect the policies and procedures that have been negotiated by Union Leadership with the assistance of the Union Membership. These policies and procedures were developed to maintain faculty control of promotional opportunities in the practice of fairness and equity.

Tardi asked if there are any objections to the motion. One member indicated he objected. Another member questioned why the discussion that occurred at the meeting was considered as “negotiating.” Tardi said she believes that the Provost interpreted the members of that college as advocating for their own unique needs rather than fighting for everyone in the Union. Tardi stated that arguing for unique needs rather than common needs leads to a “divide and conquer” mentality. A member said the Provost was not invited by the faculty and he believes the Dean invited the Provost. Another member indicated that the point is not who invited the Provost but that he shouldn’t have been there in the first place therefore it is only appropriate to send a letter to the Administration. Another member stated

that everyone knows the Union Leadership is in charge; that is why we pay dues and attend meetings. One member stated that the Provost was consistent in all his statements to the college and the college members were consistent in arguing that issues (i.e. ART) have been negotiated with the prior Administration.

Tardi responded that the letter she will write to the Board of Trustees will not mention the specific incidence. The purpose is to place the Administration on notice that the Union Leadership is by contract the only official bargaining agent.

A member stated that the members of the college in question are in favor of equity and agree that all faculty members across campus should stand together. He said the mood at the meeting was not as it was portrayed, and the faculty position is not one of “us versus them.” The member said he agrees that it is important and necessary to assert the Union’s rights and important to remind the Administration that they can only negotiate with the Union Leadership. He said he does feel however, that the letter may produce the very “us versus them” mentality that Tardi is trying to avoid in the first place. The member further stated that he thought individuals at the meeting with the Provost were simply expressing concerns. Tardi responded that she has been negotiating with this administration for a very long time, and whether or not negotiations were done actively or inactively, the point is that members from the specific college have come to meetings and were well aware of how Union Leadership and membership feel about inequities. Tardi noted that any perception that we are not one supports Administrative rather than Union goals. Gazzillo Diaz said that the Provost used the word “negotiation” when referring to this matter. She further added that the Provost took “great glee” in expressing that one of the specific colleges wants a separate ART Program. Matthews confirmed Tardi’s and Gazzillo Diaz’s assessment of the situation with the Provost.

**A vote on the motion for the President of the Union to write a letter to the Board of Trustees, stating that the negotiations are to be conducted by the Union Leadership was called by Tardi. Twenty (20) said yes, eight (8) were opposed, and there were three (3) abstentions. A member called for a recount by a show of hands. The vote resulted with twenty six (26) voting yes, five (5) opposed, and four (4) abstentions. The motion was approved.**

After the motion was passed, a few members continued to add comments regarding the issue. Tardi emphasized that in order for a university to be “real” university, a three course teaching load is needed. She encouraged the membership to come and talk to the Union Leadership or invite the leadership to a meeting where everyone can work together as a unified body.

A member stated that he likes the idea of making this University a real university and he would like to see a 3/3 load for everyone. Tardi said that point did not come out in the meeting with the specific college at all. A member asked if there is a limit on the ART, and questioned why the Union doesn’t fight for everyone to

get a 3/3 load. Tardi noted that the Union Leadership is fighting for a 3/3 load through ART and/or an Alternate Assignment Program. Tardi said she asked the Provost to focus on initiatives such as the assessment initiative that is required by Middle States to justify a reduction in teaching load. Tardi further noted that the ART Program is a pilot study for two years and she is waiting to see if the Administration will fulfill their commitment.

**A motion to move the agenda was made by K. Martus and seconded by A. Montare. The motion passed with twenty three (23) voting yes, nine (9) opposed, and one (1) abstention.**

A member accused Tardi of cutting off the discussion. Tardi noted that she voted against the motion to move the agenda, but the motion carried. The agenda was moved.

A member stated that it is very difficult to recruit faculty members for the college in question. Tardi noted that it is a problem for all departments, not just for departments in that specific college, and she ended the discussion by stating that due to the fact that it is a common issue, we should come together and fight as one for a reduction in teaching load.

#### **b. Adjunct Faculty/Cope Officer Report**

Pavese came forward to give an update on the negotiations involving the adjunct evaluations. A member asked for clarification regarding if adjunct faculty members are separate from part-time. Pavese said they are separate. Pavese said that requiring faculty to evaluate adjunct faculty one time each semester and for each prep was too much of a burden. He said negotiations with the Administration regarding this matter are moving along, and he hopes to reach an agreement later this week that would limit evaluations to one time per year and in the case of new preps, with the exception of extraordinary situations. Tardi noted that the Administration had previously said this issue was not negotiable and that it was managerial prerogative. They claimed that since faculty members have been doing the evaluations for 25 years, that it is now part of their duties and responsibilities, and it must be done every semester and for every new prep. That was what led to the memo Tardi sent last week asking for the Membership to evaluate only newly hired adjunct faculty until this matter can be settled.

#### **c. Promotions**

Tardi noted that there has been a decrease in the number of promotions, and the Administration says it is due to the budget. She told the Department Representatives to go back and encourage faculty and professional staff members to apply for range adjustments and promotions because the more people who apply, the more Union Leadership can justify asking for more slots to be available. A member questioned the rationale behind the same number of people being promoted and why they are so “bunched up” at the associate level. Tardi

said she has been warning the Administration that his balloon effect would occur. She said the Administration is for the most part trying to allow people to move from the assistant level to the associate level but they are getting bottled up at the associate level. She said we have been trying to move all the cohorts forward, but the Administration cites fiscal constraints. Union Leadership examines the history of those eligible, those who applied, and the number awarded. Other than fiscal constraints, the factors used by the Administration remain unclear. The Union believes that if policy states a person is eligible and the person meets the criteria, then the Administration should provide it. Tardi noted that during the discussion of promotional opportunities, the President was trying to calculate how much range adjustments were going to cost the University. Tardi clarified that the range adjustment policy is that after four years, a faculty member is eligible for a second range adjustment. She noted that that is why the pool of eligibility is not decreasing.

#### **6. Action Item**

**Martus made a motion to approve Iris DiMaio as Assistant Professional Staff Representative, seconded by Matthews. The motion was approved unanimously.**

Pavese distributed a list of Union endorsements for the upcoming election and encouraged Department Representatives to discuss the matter with their departments.

#### **7. Adjournment**

**A motion to adjourn was made by Martus, seconded by Selke. Approved unanimously. The meeting adjourned at 1:50 pm.**

Respectfully submitted,

Jan Pinkston,  
Recording Secretary  
[Edited:]

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

**Date:** November 20, 2007  
**Location:** UC 171  
**Time:** 12:30 pm – 1:45 pm

**Present:** S. Tardi, L. Gazzillo Diaz, J. Pinkston, F. Pavese, R. Wolk. I. DiMaio, J. Wilkerson, G. Pope, K. Martus, G. Guerrieri, S. Wollock, R. Soto, M. Innis-Jimenez, E. Martinez, D. Fengya, A. Montare, K. McNeal, K. Chen, A. Holpp Scala, E. Goldstein, K.H. Kim, A. Cheo, L. Rivela, D. Van Boerum, S. Rienstra

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

- 1) October 16, 2007 General and Executive/Local Council Meeting Minutes
- 2) Agreement between The William Paterson University of New Jersey and AFT Local 1796 Pertaining to Guidelines for the Observation and Evaluation of Adjunct Instructors

**1. Call to Order**

The meeting was called to order at 12:37 p.m.

**2. Adoption of the Agenda**

**A motion to adopt the agenda with one modification (to begin with an announcement) was made by K. Martus, seconded by G. Pope. Approved unanimously.**

**3. Approval of Minutes of the October 16, General Membership and Executive/Local Council Meeting. A motion to approve the minutes was made by A. Montare, seconded S. Wollock. The minutes were approved with one modification by Pavese regarding the Adjuncts Faculty agreement.**

**4. Announcement**

Tardi said that due to the sensitive nature of the October 16, 2007 meeting minutes, an executive summary of the minutes was distributed to the Membership. She noted that Members seeking more information should contact their Department Representative or stop by the Union Office in Hunziker Hall, room 100.

**5. President's report**

**a. Safety Issues**

Tardi said she is concerned about safety issues on campus. She has requested a copy of the engineer's report regarding the structural safety of Shea Auditorium in a collegial way four times and has never received a copy of the report. She will submit an official request in writing. Tardi said she is concerned that we are not addressing safety issues on this campus as a unified body.

A member asked if the safety issues were really resolved and if this is a Senate issue or a Union issue. The member asked if the Union can pass a resolution directed at the Faculty Senate. Tardi responded that this makes it appear that it is the President of the Union going against the Chair of the Senate. Tardi suggested that members go back to their departments and find out how the department senate representative feels. Tardi noted her disappointment that the senate representatives did not question the engineer's report at the Senate meeting when campus safety issues were discussed.

She described an incident that occurred on campus in which a male student allegedly touched a female professor inappropriately, and sent her two sexually suggestive email messages. The student was initially removed from the female's class and put in a male's class. Tardi said this was not an adequate solution. Tardi and Gazzillo Diaz met with Speert, Weil, Sherman, Watts, and Horvath to express displeasure over the handling of this incident. Tardi said Glen Sherman's department hosted a "webinar" on safety issues and that 24 faculty out of 370 participated. She does not consider that to be a success. Tardi noted that the safety issue constantly needs to be brought to the attention of the faculty.

A member asked who decided on the punishment for the student. Tardi said Watts, Sherman and Martone decided after the family was called and the student signed a waiver. Tardi said the main issue here is the safety of our Members, not empathy toward the student's family. Gazzillo Diaz added that the student is no longer on campus because he did not pay a bill, not because of disciplinary action.

Tardi said that if something happens in class, the faculty member must file charges or the University cannot do anything about it. She said in this case the professor was upset and embarrassed, and filed a police report but refused to sign a formal complaint.

A member asked if this is the first time in William Paterson's history that an incident like this has occurred. Tardi said that incidents like this often go unreported. Another member stated that it was not published in the school newspapers. Tardi said her main concern is that the problem did occur, the length of time it took to resolve the problem, and the manner in which the whole thing was handled. She noted that when incidents occur, there are two point people to contact: Glen Sherman of the Counseling Center (for incidents involving students), and John Polding of Human Resources (for incidents involving employees).

Tardi described another recent incident involving a threat from a student that was written on a Blackboard discussion board. Tardi stated that it should be made clear to students what kind of behavior is appropriate on this campus. She reiterated that faculty and professional staff should contact Glen Sherman when they encounter problems with students because the staff members in his department are trained to deal with those issues. Faculty and staff are not trained counselors and are not protected legally like counselors are.

A member stated that faculty may be hesitant to do anything because they fear future

harassment by the student. Tardi said all incidents must be reported. Another member stated that he has been telling the faculty members in his department for years to never close the door when they are in the office with a student, male or female. A member stated that these are alleged incidents and are not incidents until they are reported. Tardi said reporting and publicizing these incidents increase faculty and student awareness of what is and what is not acceptable.

Gazzillo Diaz said it is also important to report incidents because students may have a pattern of problem behavior in other classes that will not be identified unless it is reported. Tardi said the Administration discussed forming a task force that will identify problem students and determine if they should be followed. Tardi said she feels the Administration should ask for input from faculty and staff who work with the students first-hand prior to implementing a program. She noted that William Paterson needs to be more than a “process” institution.

A member asked if records are kept of these incidents. Tardi said the police keep records and she hopes the Administration keeps records. A member asked about the point of filing a report. Tardi responded that according to the Administration, criminal charges cannot be filed unless a formal complaint is signed. Students have a right to know they are being investigated while faculty and professional staff can be investigated without being notified.

Tardi said she is confident that future situations will not be mishandled because Speert was upset that no one told him about the matter. Tardi asked members to notify her of any incidents, stating that the information will be kept confidential.

A member stated that this is not the first time something like this has occurred, and it won't be the last time. He said that a few years ago two faculty members from Women's Studies set up a program to establish what was and was not allowed, and what would end up in a hearing. Another member stated that the University did away with the Harassment Policy so matters can be handled through the hierarchy. A member stated that faculty and staff members are responsible to the Administration who can do whatever they want but the faculty members do not hold the Administration responsible. The member went on to state that the Administration will never be held accountable until a program is put in place to evaluate them and make the information public. He said no one can stop a Union from doing that. Tardi noted that the State Council is working on legislative action regarding the evaluation of University Administration, and she serves on the Senate committee that is revising the evaluation forms for the Administration. She said she wants to ensure the forms are methodologically sound. Tardi stated that we are moving in the right direction, but noted that the members of the Board of Trustees are not required to take the Senate evaluations into consideration. Tardi further stated that the Faculty Senate, which is the seat of faculty power on academic issues, has become marginalized over the years. Tardi said an example of this is that an academic plan is coming out in December and it has not been reviewed by the Faculty Senate.

A member stated that there should be a memo sent to the Board of Trustees now. Another

member questioned the resolution last year to create an Administrative report card. Tardi stated that each Local is going to be doing that as part of the State Council, and every State institution will be doing something in terms of evaluating administrators. Tardi said she wants to work toward cleaning up the Senate evaluation form so it can be implemented in the spring.

Tardi urged members to vote in the upcoming Senate elections, and recognized those present at the meeting who are running for various positions: Goldstein, Van Boerum, Montare, Martus, and Kim. She urged people to vote and support those who will serve on the committee with fairness. Tardi also urged everyone who participates in the committees to protect the process, reminding the members that we have control over the processes.

### **b. Adjunct Faculty Evaluations Agreement**

Tardi stated that faculty members are being asked to take on more and more responsibility. The fact that we participated in the evaluation process for 15-20 years was held against us. Tardi said there are people involved with assessment or advisement initiatives that should be given some kind of release time. The coordinator is given release time but others who are involved are getting nothing. A member asked what is meant by assessment coordinator. Tardi replied that in her college, the person organizing the assessment for each department is getting release time. She said an inequity in release time for assessment coordinators is something the union can address. She urged members to inform Union Leadership of such inequities. A member stated that the Dean of the College of Humanities and Social Sciences said assessment coordinators can get released time if they have a report to do for Middle States, which is a lot of work. Tardi said that members of the assessment committee are doing an enormous amount of work and should therefore be given some form of compensation, either release time or overload. Initiatives such as assessment or advisement should be rewarded with release time. Tardi noted that the upcoming GE revision is a perfect time to model the College of New Jersey teaching load. A member stated that she serves as Co-Chair of the NJ Consortium of Women's Studies, and her impression of the 4 credit course is that adequate work is not being done in the courses. She encouraged the members to think about the 4 credit courses. Tardi said the College of New Jersey simply changed the 3 credits to 4 credits per course with the option of expanding the course. Tardi said she is concerned about the politics of the GE revision, and noted that if we are going to engage in this, we should do it holistically (academic content and quality and course credit value). A member asked how that would impact the employment of the adjuncts. Pavese expressed concern that it would negatively impact Adjunct Faculty by requiring fewer classes. On behalf of the Adjunct Faculty, Pavese thanked Tardi for fighting so hard for the agreement concerning the evaluation of Adjunct Faculty (applause from Membership).

A member asked if 4 credit courses have more content and/or longer hours. Tardi said currently our students must have 128 credits to graduate. Most universities have decreased their General Education requirements and only require a total of 120 hours for graduation. Tardi said that is one of the reasons why our Administration is concerned. She said currently, with tuition and fees, William Paterson is more expensive than



Montclair. Tardi noted that we were previously able to market ourselves as being a “good bang for the buck,” but that’s no longer the case. A member stated that he saw a report indicating there is a substantive difference in the 3 and 4 credit courses. Tardi said this Leadership has tried to be very fair by considering the factors that simultaneously benefit the student body, alleviate the faculty and staff burden, and maintain respect for Adjunct Faculty. She feels that now that ART is resolved, we have a chance to move forward on an Alternate Assignment program that allows us to seriously engage in initiatives such as assessment and advisement. She noted that our University selected the area of assessment for Middle States evaluation. She noted that assessment should be ongoing, not something thrown together at the last minute. Tardi noted that we are engaging in process to look good for Middle States, rather than focusing on results leading to improvement.

A member stated that statistics show that 26% of the students are leaving William Paterson and he wants to know why. He said he heard students complain that no advisers are available. Tardi said that in defense of our faculty members, students are also responsible, and there must be student empowerment as well. A member questioned if the ART process is finalized. Tardi clarified that the agreement is finalized, but it is a pilot program for two years. A member said as far as science courses are concerned, it would be better to get 5 credits one semester and 1 during another semester. Tardi said she tried, but the Administration refused. She said that hopefully in the pilot program, people will identify problems and when the process is reviewed, this is something that can be changed.

A member stated that there are problems with Banner. She said every single day she has different advisees and different alternate pin numbers, and her students are incredibly distressed. Tardi requested that members notify the Provost about these issues and copy her. Gazzillo Diaz said transfer students were not assigned to advisors.

## **6. Professional Staff Update**

Tardi said that Professional Staff are required to work the day after Thanksgiving or take a vacation day or use comp time. Those who choose to work will be required to participate in the CARES program and safety programs in the library.

Tardi said the professional staff election is being extended.

A member asked why in the Sabbatical Leave election there is only one at-large member and the other committees have two at-large members. Tardi responded that the Faculty Senate is in charge of the election process while the policy and procedures are the Union’s responsibility.

## **7. Action Items**

a. Tardi said she and Gazzillo Diaz have covered for Chriss Williams who has been on medical leave this semester. They have taken care of several grievance issues and conducted various workshops. Tardi said the members of the Executive Board work as a team and while she and Gazzillo Diaz do not expect to be paid for it, they would like for Williams to receive normal pay. This was agreed upon by consensus of the Membership.

Tardi further stated that Muroki Mwaura has taken a medical leave of absence from the Treasurer's position for the remainder of the semester. Ed Matthews has agreed to fill in for him. Mwaura will be paid up until the last day that he worked and Matthews will be paid for the remaining time. This was also agreed upon by consensus.

**A. Holpp Scala made a motion, seconded by F. Pavese to send Mwaura a get well gift. The motion was approved unanimously.**

AFT Leadership noted an overpayment to the AFT National. Thanks to an audit conducted over the summer by Mwaura and Matthews, our Local received a \$25,000 credit for overpayment of membership dues for the past two years.

## **8. Adjournment**

**A motion to adjourn was made by S. Wollock, seconded by A. Montare. Approved unanimously. The meeting adjourned at 1:50 pm.**

Respectfully submitted,

Jan Pinkston,  
Recording Secretary  
[Edited:]

**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](mailto:AFT-office@wpunj.edu). Messages sent to that address will go to the administrative assistant. (Please note that the [TARDI-AFT@wpunj.edu](mailto:TARDI-AFT@wpunj.edu) is being eliminated.) Confidential email should be sent to [tardis@aft-local-1796.org](mailto: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:]