

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

Date: January 20, 2009
Location: UC 171
Time: 12:30 pm – 1:45 pm

Present: S. Tardi, C. Williams, G. Guerrieri, J. Pinkston, E. Matthews, S. Selke, L. Mbogoni, G. Pope, M. Williams, K. Martin, K. Martus, K. Asada, J. Carter, J. Najarian, S. Wollock, S. Alon, R. Soto, R. Pardi, E. Martinez, S. Betts, T. Newman, K. Louie, J. Peterman, K. McNeal, G. Furst, A. Holpp Scala, J. Matthew, R. McCollum, C. Simon, C. Smith, R. Powers, A. Cheo, S. Ogden, E. Phadia, J. Parras, D. Sheffield, C. Ku, B. Su, P. Ryan, R. Meyer, B. Gorski, P. Chen, R. Pevour, M. Reynolds, M. Rosar, D. VanBoerum, D. Potacco, M. Rodriguez, C. Sohor, D. Owens, C. Goldstein, M. Giorgio, B. Mason, T. Clancy, K. Hilberg

Items distributed to the Council and General Membership:

- 1) December 16, 2008 General and Executive/Local Council Meeting Minutes
- 2) Agreement regarding the 2007-2008 Sabbatical Committee Recommendations Concerning Applications for Full Year Sabbaticals

1. Call to Order

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

2. Adoption of the Agenda

A motion to modify the agenda to begin with a discussion on online courses was made by K. Martus, and seconded by J. Peterman. Approved unanimously.

3. Approval of Minutes of the December 16, 2008 General Membership and Executive/Local Council Meeting. A motion to accept the minutes was made by K. Martus and seconded by J. Peterman. Approved unanimously.

4. President's Report

Tardi stated that today's inauguration is a momentous occasion for our country, and she wishes Obama the wisdom to carry out the commitments that were made during the campaign. She cautioned against believing that we no longer need to focus on equality in this country, and reminded everyone that we, as an academic community, need to continue our commitment to achieving equality.

a. Online Courses

Tardi stated that the Provost let her know in December that he was cancelling under enrolled spring courses early due to the economic situation. Although she

asked him to delay cancelling classes since she felt the course enrollment would likely increase as the semester got closer, he proceeded to cancel them anyway. When it turned out that additional courses were needed at the beginning of the semester, a few were added, but the entire process led to much confusion and disappointment. Tardi said this situation demonstrates that we need a much better mechanism of course scheduling, especially if we are trying to improve our image and offer better “customer service.” Tardi further stated that she expressed her concern to the Provost that course cutbacks would be done in an equitable manner which means that prior to cancellation, each course should have been examined separately, with no favoritism being shown by the deans or the provost. She reminded the Membership to report any inequities to the Union Leadership immediately. Tardi said she received an email from a member who teaches online and was asked take 5 more students into a course. Tardi noted that online courses are capped at 20 students but some experts consider them to be more effective when there are 16 students. She said that the last time the Administration attempted to break caps, faculty members threatened to withdraw from teaching online courses. Tardi reminded the Membership that there is nothing in the contract stating that a faculty member must teach online. The Executive Board will put in an information request for the caps and enrollment of the spring 2009 online courses to determine if there are problems.

Comments from members

A member asked if the Union can make a statement to the University expressing concern about the diminishing number of course offerings. The member stated that 7 classes were cancelled in her department in December, and by the beginning of the semester, her department needed the classes. Tardi said she told the Provost to allow the registration window to remain open longer but he was not willing to listen. Tardi said she will make another statement regarding the premature cancellation of classes, but she feels it may be more effective if it comes from individual faculty members (especially department chairpersons), and students. Tardi stated that the Administration needs to know that they are disappointing students. Tardi commented that it is very difficult to get the Administration to realize that we have a “field of dreams” at William Paterson where we are constantly starting new programs that will never fill and cutting other programs that could successfully run. A member stated that she suddenly has 10 more students in her in-person class, and asked about increasing enrollment of in-person courses. Tardi stated that individual departments can make recommendations about class size, but the actual number of students allowed in a class is determined by managerial prerogative. A member commented that there is only so much physical space in a classroom and classes that are over populated create safety concerns. A member suggested that we should encourage students, perhaps through SGA, to organize and protest over class sizes. Tardi stated that while this was once an activist campus, that is no longer the case, and trying to organize students and make them appreciate that their voice matters is not easy. A member commented that small class size is one of the things that is highlighted in advertising by William Paterson. Tardi stated

that class size is relative because compared to some of our sister institutions, even class enrollments of 45 are considered to be small. Tardi stated that when the provost came on board, he noted that there were courses that had only 2 or 3 students, and faculty members were brought on board specifically to teach those courses despite the fact that they had a consistent pattern of low enrollment.

Tardi noted that she needs suggestions from the Membership on ways to increase revenue to the University. She stated that during the last fiscal crisis, she suggested implementing the winter session and it has proven to be successful.

b. Wage Freeze

Tardi read a letter from David Beckett, Director of the Governor's Office of Employee Relations, concerning the Governor's proposal to eliminate the increment and freeze wages as of the first pay period after July 1, 2009. Tardi stated that she considers this to be a quick and dirty solution, and she feels that the letter is an attempt to instill fear. She noted that the Communication Workers of America (CWA) was the first bargaining unit to be asked to renegotiate the contract and they are standing firm. Tardi said she consulted our Local's attorney, and the Governor does not have the right to break the contract unless the Supreme Court rules in his favor. He does, however, have the right to layoff and fire people. Regarding members of our bargaining unit, the Governor could provide less funding for salaries which would then put the onus on the university presidents to resolve the fiscal issue by possibly considering layoffs or by firing people. Tardi stressed the importance of looking at the consequences for our entire group. She said that while tenured faculty cannot be dismissed unless an entire department is eliminated, the Administration can increase a faculty member's workload significantly. Untenured faculty risk being let go as do adjunct faculty members who are the most vulnerable group. Tardi said the CWA is maintaining the position that the State negotiated a contract and if financial circumstances were better than expected, the Unions would not have the right to go back and ask for more because a contract was negotiated and everyone must abide by it. Tardi stated that she has a list of all the administrator's salaries at this institution, and while some are underpaid, and others are fairly paid, she finds some of them to be amazing. She noted that the list is public information and is available by request. Tardi said that for years, the Union Leadership has asked for a top-down review to establish accountability in our Administration. In her personal opinion, she thinks that before the Governor is allowed to target our constituency, he should hold the University Administration accountable. A member asked if the discrepancy in administrative pay also occurs at other campuses. Tardi responded that it also occurs at other universities and that Rowan has the largest number of administrators earning over \$100,000 per year. She stated that she has had discussions with President Speert about issues with the Administration, and he understands there are problems because individuals have not been properly assessed by their managers and therefore it is difficult to eliminate them. Tardi stated that another problem with the wage freeze is that even if we do "roll over" and accept it, the governor will not guarantee that he

will not layoff any members of our bargaining unit. Higher education has the largest amount of discretionary funds, and she feels that the State universities will be hit hard as he takes away the funding and leaves it up to the President of each university to jockey the funds around.

Selke noted that she is concerned about the professional staff. Tardi agreed, stating that she considers professional staff to be necessary and essential employees. She said offices have already been cut and she doesn't know how much lower they can go without running this Institution into the ground. Tardi said she feels we are less vulnerable than some of the institutions, but it depends on the amount of money the Governor wants to provide to each university for the salaries. She noted that raising tuition significantly is not a viable option because we have already priced ourselves out of the market.

Comments from members

A member asked if the Administration is facing the same issues. Tardi responded that while the governor says there is a managerial freeze on pay, President Speert has not implemented a freeze because all of the administrators here have already received their raises. A member commented that many college presidents declined to accept raises this year. Tardi stated that President Speert now makes \$290,000, so he did not decline his, and usually if the President of an institution gets a raise, the rest of the Administration also receive a raise. A member stated that usually during times of economic difficulty, enrollment in institutions of higher education increases. Tardi responded that we are anticipating for that to occur and she has heard comments that more middle class families will send their children to State colleges and universities. Tardi stated that she is not counting on an increase in enrollment to solve our financial problems, especially since we have image problems. Williams noted that William Paterson is an expensive school compared to other State colleges, and when parents look at the image and the cost, William Paterson will not make the top of the list. Tardi stated that enrollment in community colleges will be increasing and we now have to accept all GE courses from community colleges, so in essence we're saying that attending a community college for the first two years is as good as attending the first two years here. In addition, the funding cuts impact us more severely than community colleges. A member stated that William Paterson started over 150 years ago and weathered the great depression so it might be interesting to see what steps were taken then. Tardi commented that back then we didn't have the layers of administration that we have now. She noted that we have some very good administrators on campus who deserve a high salary for what they do, but there are also administrators who make high salaries and we cannot identify what their responsibilities are in relation to their high salaries. A member stated that it is also important to focus on the amount of hours that faculty and professional staff members put in per week. Tardi said the Union Leadership agrees with this and keeps it in mind when we go to the table to negotiate promotions. She said the problem is that the Governor seems to care little about higher education workers. During negotiations, the chief negotiator for the State compared adjunct faculty members to bedpan changers.

Tardi said that although we think logically about fairness and equity, we have to deal with people who want a quick and dirty solution to a balanced budget. Selke noted that we need to be cooperative and demonstrate that the Union wants to work for a better NJ. Tardi stated that you can be nice, but you also have to stand strong. She said fear cannot stand in the way of us standing up for what we deserve. She noted that we are already two years into the contract, and it will soon be time to start negotiating for the next contract, therefore it is important to be in a strong position. She said it is dangerous to just “roll over” because that sets a precedence, and leads us from a position of strength to a position of weakness. A member asked what we are going to do to organize strength and rally, and make the campus community aware of these issues. Tardi replied that it is a double edge sword because higher education is not seen in a positive light. She said that we need to constantly try to improve our image, instead of waiting until the contract year or a time of crisis to show the contributions that we make to higher education. Tardi stated that CWA has held their position and we should stand with them because they have the largest number of members and are the strongest Union. A member asked if it would be appropriate to make a motion that our Local wants the State to abide by the negotiated contract. Tardi said it would be appropriate.

A. Holpp Scala made a motion that the William Paterson faculty, adjunct faculty and professional staff supports the position that the State must abide by its negotiated contract. A. Cheo seconded the motion.

Discussion: A member asked if a vote to renegotiate the contract would be necessary. Tardi said she will have to get clarification on the process, but she would like to hold the position that we are not even entertaining reopening negotiations. A member stated that she supports the motion, however at the same time, she is aware of the reality of the situation and how vulnerable some of us are. Tardi agreed, stating that she is concerned about members of our bargaining unit who are not tenured (a secure position for the most part), but there is no way to secure the position of other members of the bargaining unit, especially since the Governor will not guarantee that jobs will not be cut back or eliminated. Tardi further noted that she will take the motion very seriously, present it to the Administration and the Council of New Jersey State Locals, but noted that she cannot build any promises regarding job security. A member asked if it is possible to attach a resolution. Tardi recommended a resolution stating that “all the employees in the AFT 1796 Bargaining Unit are essential to this University and to cut any member will endanger the quality and future of this University.”

The motion and resolution were approved unanimously. Tardi was given approval by Membership to formulate the exact wording of the resolution, making sure to include the statement that members of our bargaining unit are essential and that we support the CWA position. Tardi noted that she will distribute the motion and resolution to all members of the University Community as well as the AFT Council.

5. Revenue Enhancement and Expense Control Recommendations

Tardi encouraged the Membership to try to brainstorm on ways to increase revenue at the University. She told the representatives to go back to their departments and tell all members that if anyone has ideas they should let her know and she will make a pitch to the President and the Board of Trustees.

6. Compensation Study

Selke stated that the deadline for professional staff members to commit to participating in the NL study is Friday, 1/23. She said that so far there has not been a very good response, and she cautioned that if more professional staff members do not volunteer, it will appear as though our Local does not care about the NL issue. She said that even if things are going well in your particular area, you should volunteer and demonstrate your support for all the areas. Tardi noted that the study will require very little work on the staff member's part and can be completed on University time. It will be the supervisor's responsibility to approve it and forward it to Human Resources and to the Union. Tardi agreed with the importance of participating in the study, stating that our Local is the only local in the State without an NL agreement. She further commented that if do not have a significant number of professional staff participating in this study, it is very likely that we will not be able to address this issue in the future. The position of the State will be that our Local had the opportunity but chose not to take advantage of it. She also noted that you do not need your supervisor's approval in order to participate, and once you begin the study you must stay in it for one year. The study will begin on 2/13 and even people who do not put in extra hours should participate.

7. Adjournment

A motion to adjourn was made by J. Matthew, and seconded by A. Holpp Scala. The meeting adjourned at 1:50 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: February 19, 2009
Location: Valley Road, Rooms 1016-1017
Time: 12:30 pm – 1:45 pm

Present: S. Tardi, C. Williams, G. Guerrieri, J. Pinkston, S. Selke, M. Williams, J. Knaus, M. Mwaura, P. Swanson, D. Van Boerum, C. Simon, G. Furst, J. Cho, F. Pavese, S. Betts, T. Newman, R. Cauthen, S. Karibi-Whyte, K. Asada, G. Pope, L. Refsland, E. Goldstein, M. Turkish, P. Jackson, R. Wolk, R. Schwartz, L. Weiland, D. Catarina, T. Ramin, G. Andreopoulos, T. Snyder, B. Haroian, A. Panayides, S. Nassiripour, J. Carter, B. Mason, R. Soto, I. DiMaio

Items distributed to the Council and General Membership:

- 1) January 20, 2009 General and Executive/Local Council Meeting Minutes

- 1. Call to Order**

The meeting was called to order at 12:37 pm.

- 2. Adoption of the Agenda**

Tardi asked to amend the agenda to include 4 g. Clarification of Teaching Schedule Requirements. **A motion to accept the agenda as amended was made by G. Pope and seconded by R. Schwartz.**

- 3. Approval of Minutes of the January 20, 2009 General Membership and Executive/Local Council Meeting. A motion to accept the minutes was made by G. Pope and seconded by E. Goldstein. Approved unanimously.**

- 4. President's Report**

- a. Governor's Proposed Increment and Wage Freeze Update

Tardi stated that a meeting will be held tomorrow in Trenton regarding the fiscal crisis, and she expects the State to try to "sell" the wage and increment freeze. She noted that while the two-day furlough for State workers that was recently discussed in the news does not apply to our group, it is possible that President Speert could attempt to implement a furlough during the spring or winter breaks. Tardi said at this point, we are not even entertaining the prospect of a wage and increment freeze. She urged the Membership not to fall into hysteria over the rumors that are circulating, and to remember that we have a very strong Union that will not back down. The Membership will be updated on what transpires at the meeting by email.

Comments from members

A member asked if the federal stimulus package will help New Jersey. Tardi said she thinks it will benefit New Jersey, but questions how much money will filter down to higher education. A member commented that we should not lose sight of the fact that we already gave back last year and we have given our fair share. Tardi agreed, stating that there are many things at this University that should be tightened up. A member asked if the proposed wage freeze would impact adjunct faculty members. Tardi said yes, that it will impact all members of our bargaining unit. A member asked Tardi if she feels the State will cut a certain amount from education, but will be willing to negotiate what parts of the budget are cut. Tardi said the governor has recently stated that he feels the State universities do not well serve the population we were meant to serve. This, along with the fact that higher education represents the largest percentage of discretionary funds in the budget, is a cause for concern. She further noted that the stigma that was once attached to community colleges is disappearing. State universities must now accept an associate's degree in lieu of our General Education requirements. Tardi questioned why parents would want to spend the money to go to a four-year university, when their child could complete the first two years at a community college. Tardi said she is very concerned about enrollment because the numbers do not add up. The administration reports that the number of applications is up at William Paterson, but it is the conversion rate that really counts. This can possibly be attributed to the fact that the application fee has been waived, resulting in an increase in applications, but not necessarily an increase in enrollment. A member asked if our funding will be decreased by a certain amount, regardless of whether it is taken from salaries or some other area. Tardi said she thinks the amount is fluid, depending on how much comes from the federal government and how much pressure can be placed on legislators. She further noted that the largest part of the budget is salary. The member said he asked this question because if the amount is fixed, then in some sense, our action can control how the money is distributed. Tardi said she does not believe members of our bargaining unit will be laid-off or fired on a large scale, although a few people in their first or second years could be at risk. She noted that various departments in service-oriented areas are already understaffed and have not been replenished, which has led to us having image and customer relations problems. Tardi said the most important thing to remember is that we should not even entertain the idea that we are willing to accept wage and increment freezes and/or furloughs. She further stated that while she is certain the governor will decrease funding to higher education, her job is to see that it has the least impact on students and members of our bargaining unit.

b. President Speert Address

Tardi stated that it was no coincidence that President Speert held the recent budget meeting. She noted that you don't get to be president as long as he has been president without having political savvy. She stated that she thought the purpose of the meeting was to quiet rumors, and believed that it also raised questions about the University's lack of vision. She said the discussions over the new GE plan are a good example of the lack of vision at this University. She

reminded the Membership that every faculty member should be present when the GE proposal goes before the Faculty Senate on 3/24. A member agreed, stating that everyone should attend the GE information meetings and participate in the conversations. Tardi stated that one member of the GE Committee summarized 26 outstanding questions regarding the GE proposal. The document was sent to the GE committee and the administration, but many of the issues have yet to be resolved. A member asked if the document can be circulated to the Union Membership. Tardi said she will ask the person for permission to do so. A member stated that everyone should attend the next GE forum on 2/26. Tardi commented that we need to look at what is best for our current students and what will improve the quality of our Institution. Tardi stated that she feels we are ignoring the fact that many of our students are first generation college graduates.

c. Revenue Enhancement

Tardi asked for suggestions to increase revenue for the University. A member suggested that we should consider offering retraining programs, since many people are suffering job losses related to the poor economy. Tardi stated that a few faculty members offered to write proposals for certification programs, but the Provost wanted specifics before he would consider the idea. Tardi stated that she would be willing to offer a concept proposal, but would not be willing to put in many hours of work and then have it be denied. A member stated that this is the role of a community college. Tardi said in the area of Sociology there are certifications required in assessment, criminal justice, and social work, and perhaps we could offer some of the required courses for those certifications. A member stated that the Office of Continuing Education is already offering similar programs through workforce grants, and they are trying to develop relationships with other departments in the University. Tardi stated that the bottom line is that we need to find something that demonstrates to the Board of Trustees that faculty members are doing everything we can to help. Tardi said anyone with ideas should forward them to the Executive Board, so we can have a meeting with the administration and put the ideas on the table. Tardi said various projects are underway (i.e. the Continuing Education initiatives), but their purpose is not well publicized. She further stated that better inter-department integration is needed, as well as more outreach. Tardi said she is more than happy to devote part of a Union meeting to this topic if it will help move the University forward.

d. AFT New Jersey

Tardi stated that she is concerned that AFT National is putting pressure on the Council to become a part of AFT New Jersey. She noted that this move would cause a substantial increase in dues and would result in a loss of strength at the Council and Local levels. Tardi further stated that she does not feel we will gain anything from joining with the group because the needs of those in higher education will be subjugated even further by those in other professions.

e. State Delegates

Tardi stated that she is proud to announce that our Local has the largest number of delegates because we have the largest number of members in the Council, even more than Montclair and Rowan (applause from the Membership). A member commented that it is still important to encourage the Membership to attempt to bring in even more members. Tardi agreed, and encouraged everyone to make contact with new faculty and professional staff members by giving them a Union card that they can sign and return to the office.

f. Scholarships

Our Local will be giving a substantial amount (\$5,000) in scholarships this year. The forms, criteria, deadlines, and other information will be emailed to the Membership. Tardi noted that we rarely have the kind of response that we would like to have, and she encouraged the Membership to tell students about the scholarships.

g. Clarification of Teaching Schedule Requirements

Tardi said that contrary to information that is being circulated by some deans and others, there is nothing in the contract that mandates the number of days that a faculty member must teach per week. Tardi stated that as long as the needs of the department are met and faculty members are accessible to students, there is no mandated teaching schedule. Tardi said the issue is that there are a few of our colleagues who are not accessible in meeting their duties and responsibilities as faculty. Rather than addressing those individuals, some deans would rather address the problem in broad strokes. Tardi said the Provost agrees that problems are to be addressed by the chair (and preferably by the dean), with the individual faculty member. Williams mentioned that the Kean University campus is in turmoil because the president doubled office hours and implemented a four day per week teaching schedule. A member asked if there are guidelines regarding the teaching schedule. Tardi responded that there are clear roles and responsibilities of faculty in the Faculty and Professional Staff handbook. Another member asked what is meant by “being accessible to students.” Tardi responded that this means you must have office hours and take appointments. Williams noted that this could also mean you can be accessible at home by email and Blackboard. A member stated that her dean told the chairs to tell faculty that they must teach at least three days per week. Tardi stated that this is not correct and there is nothing that states how many days per week a person must be on campus. The chairs must identify the needs of the department and see that those needs are met, and the faculty must act appropriately and serve the students.

5. Professional Staff Officer’s Report

Selke announced that Professional Staff members who are participating in the NL study should have received an email from John Polding that included links to a tracking form. The form should be completed online, printed and given to the supervisor. It is the supervisor’s responsibility to sign it and send it to Human Resources. Selke said if anyone has problems with this process, they should

contact her. There was also another link to an authorization form which is helpful but not mandatory. Selke reported that 39 Professional Staff members out of a total of 158 are participating in the study.

6. V.P. for Grievances Report

Williams reported on the letter recently sent to the Membership by payroll, regarding the audit on dependents for state health benefits. Williams stated that although the response is mandated by state law, there is still a question about the manner in which the audit will take place. He advised the Membership not to submit a response at this time. Tardi noted that members should get their documents prepared. A letter of clarification will be sent to advise everyone on the process. A member commented that he originally thought the email notification was a scam.

7. V.P. for Negotiations Report

Guerrieri reported that we are close to an agreement with the administration regarding compensation for assessment coordinators, and the administration has agreed to look at previous compensation and provide retroactive compensation where necessary. Tardi commented that this has been an ongoing process for nearly two years now, and the agreement is an enormous coup (applause from Membership).

8. Adjournment

**A motion to adjourn was made by S. Selke and seconded by R. Wolk.
The meeting adjourned at 1:49 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: March 26, 2009
Location: UC 171
Time: 12:30 pm – 1:45 pm

Present: S. Tardi, C. Williams, G. Guerrieri, J. Pinkston, E. Matthews, S. Selke, F. Pavese, R. Wolk, G. Pope, M. Williams, K. Martin, G.S. Sharma, K. Martus, K. Asada, J. Carter, J. Najarian, S. Wollock, P. Swanson, S. Alon, R. Soto, L. Gazzillo Diaz, J. Cho, E. Martinez, S. Betts, D. Fengya, K. McNeal, G. Furst, D. Caterina, A. Holpp Scala, R. Kearny, C. Simon, J. Hutchison, R. Martinez, E. Goldstein, M. Rosar, L. Emiola, L. Refsland, M. Giorgio, P. Jackson, T. Finnegan, D. Miller, D. Van Boerum, J. Heavey, S. Rienstra, D. Potacco, N. Kalb, R. Cauthen

Items distributed to the Council and General Membership:

1. February 19, 2009 General and Executive/Local Council Meeting Minutes
2. Letter and Resolution to the Membership regarding fiscal crisis
3. Letter to Gov. Corzine regarding fiscal crisis
4. Sample salary table
5. Agreement on Departmental Assessment Initiatives

1. Call to Order

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

2. Adoption of the Agenda

Tardi requested to modify the agenda to add “d” Safety Issues under the President’s report. **A motion to accept the agenda with the modification was made by K. Martus and seconded by A. Holpp Scala. Approved Unanimously.**

3. Approval of Minutes of the February 19, 2009 General Membership and Executive/Local Council Meeting. A motion to accept the minutes was made by G. Pope and seconded by J. Najarian. Approved unanimously.

4. President’s Report

a. Fiscal Crisis Update

Tardi stated that it was her recommendation that AFT join with CWA in taking a stand against the wage and increment freeze, as well as a possible furlough. She noted that joining with CWA is not only a good Union move, but in terms of strategy, there is strength in numbers. Tardi said the Governor is still pushing for a zero wage increase, but he has moved from the position of straight give-back (no increase in salary) to discussing a deferment, possibly a deferment regarding pensions. Tardi said she is concerned that the Governor stated that a deferment would be based on economic recovery; she wants to know exactly how the State defines economic

recovery. She noted that during a Channel 7 interview, the governor did not mention a deferment regarding pensions; he stated that he wants a straight give-back. Tardi said our Local and the AFT Council is standing firm. Tardi reminded the Membership that our Local has passed two resolutions, one stating that we want the State to honor our current contract, and another that was copied to the legislators, reminding them that our focus is on the students and the State should provide increased funding for higher education.

A member stated that CWA is picketing on campus during the second week of April and questioned if AFT will be joining them. Tardi responded that we have not been asked to join CWA in their information picket. Another member asked how the Union is dealing with the poor public image. Tardi said she spoke to the President of the State Council about this and that is one reason she wrote the resolution and asked President Speert and Sue Godar to sign it. She wants other State universities to model what our Local has done to demonstrate that we are genuinely interested in our students and that the Union and the Administration are not pitted against each other. Tardi noted that it is very dangerous to mount a publicity campaign during a crisis because it only makes us appear to be self-serving. She said we need to highlight our achievements and commitment to student success all year long. A member asked where the students stand on this issue. Tardi stated that President Speert has contacted students and asked them to support the request for more funding of higher education, but she doesn't think they understand much beyond that. Tardi said she wants to meet with the President of the SGA to explain our position. Tardi noted that while President Speert has gotten students to send email messages in support of "Nine Strong for New Jersey," she sees that as a red flag because she wants the students to fully understand the various Union issues. A member stated that CUNY is scheduled to host a rally on April 22. Tardi stated that if our Membership wants to take the lead, the Executive Board will help organize and publicize a rally, but she stressed that everyone must be willing to participate.

A member commented that the remarks President Speert made at a recent Senate meeting as well as the recent email he sent seemed to allude to the fact that "something is coming." Another member asked what this might mean for the individuals with one-year appointments. Tardi responded that the Administration will not know anything concrete until June when the final budget is known, but they have already started considering what measures can be taken. She reminded the Membership that the idea of a furlough two years ago was announced on July 5th at a Board of Trustees meeting. Tardi said she spoke out against the furlough and urged the Board to consider revenue enhancing options such as a winter session. The Board responded very positively to the recommendation and the winter session has proven to be lucrative for the University. She said she is very fearful that they are once again considering a furlough. She further stated that one year lines can be replaced with adjunct faculty labor which happens to be the lowest paid group. A member commented that the Women's Studies Department had only three lines filled. Tardi said she is very concerned about the diminishing number of tenure track lines. A member asked if President Speert mentioned ART during the Senate meeting. Tardi said he did say a brief sentence about it and she called Dr. Jemmott to clarify and was told that it could impact the travel budget. Tardi indicated that she is quite concerned about jobs, promotions, and range adjustments for next year. She stated that there are not enough to go around now, and that negotiating increased awards will be even more difficult. A member asked if the fiscal crisis will impact the ART that was already awarded for 2009. Tardi said she thinks that if ART has already been awarded it will be honored. She hopes the Administration will

make every attempt to live up to the commitments they have made in signing the ART agreement. She added that the administration may try to modify the agreement in the future. Tardi said that while the University is committed to supporting research, this fiscal crisis will hit everywhere. She said they can't significantly increase the students' tuition since it is already high. A member asked if a representative from the Union has been invited to attend the President's expanded council meeting. Tardi said that she was invited. She commented that she has a good relationship with the President and she has always been given a head's up, but the problem is that he won't even know what action will be taken regarding the fiscal crisis until the actual budget is put in place. A member asked if there is a plan in place in case more State funding is lost, and if that will result in program cuts and the loss of under enrolled departments. Tardi responded that this question overlaps with "b" (the General Education Revision Update).

b. General Education Revision Update

Tardi stated that she wears a Senate hat, a Union hat, and she is a professor. She said that in regard to the GE revision, it's fine to say let's look at what's best for the students, but she is very concerned when she hears senators saying that our students do not need language. One of her concerns is about the faculty members who teach in the language department. A member stated that he does not think this is the forum to discuss the issue. Tardi responded that it certainly is a Union issue because it deals with the terms and conditions of employment. She reminded the Membership that tenure does not guarantee a job for life, and if a department is cut, the faculty members in that department are cut. Tardi said that the University made commitments to people when they brought them on board and those commitments should be honored. She noted that it would be one thing if they had been warned in advance, but they were not, and the language department was expanded. She stated that furthermore, from an academic perspective, we are ridiculed by other countries and considered to be "uncultured" because we speak only one language. In a global society, being bilingual or multilingual is extremely advantageous for employment. A member commented that the same thing applies to science, because only one science course is required in the new GE proposal. Tardi agreed, stating that she doesn't feel that our colleagues in the Senate completely understand the consequences of the decisions they make. Tardi noted that most William Paterson students are first generation college students and many of them will never go on to graduate school. A member stated that he agrees that the GE Committee has not looked at the impact that the new proposal will have on FTE's. The member also stated that he wants to go back to the discussion about the budget because \$3.6 million must be found somewhere in our budget, yet we need to say we're not giving back anything. Tardi responded that the President will not know anything until the budget is passed. She feels that the Administration is hoping the federal government will provide additional funding and that we'll have a significant increase in the number of students attending William Paterson. She further stated that while we are being given information that the number of applications are up, the conversion rate is what is important. A member stated that one of the deans said that the number of accepted students is down compared to this time last year. Tardi commented that the statistics vary so drastically in the manner in which they are presented, that she doesn't know. She said history indicates that during times of economic crisis many people go back to college, and perhaps that is what the Administration hopes will occur. A member commented that enrollment at community colleges is up and the tuition is lower. Tardi stated that we already anticipated that would occur since the law was passed stating that students entering a four year State university with an Associate's Degree will have any outstanding GE courses waived except for upper level

electives, GE courses required by the major, and graduation requirements. Tardi said that it is likely that parents will look at community colleges and see that they cost less and that the stigma has been removed, so they will send their children there. A member stated that when Middle States visited William Paterson ten years ago, they asked for a more transparent budget process. The member said that in those ten years, she is yet to see this occur, and she wonders if the Administration is accountable. Tardi responded that the Administration is not accountable. She said back when Mel Edelstein was President of the Senate, he put pressure on the Administration to form a budget committee and Union leadership was a part of that committee. Tardi noted that the committee met one time and never met again. Tardi said she requested to be put on the budget committee and even though the Provost agreed that she should be on it, she was never contacted. A member stated that the Senate has a budget committee that has met 4-5 times and has contact with the VP of Finance. The member said he is sure the committee would not mind if Tardi attended the meetings. The member also added that the chair of the Senate budget committee has been invited to the Provost's expanded council meeting. Tardi said she doubts if we will get any concrete information at that meeting because she believes that President Speert is attempting to boost morale right now. She doesn't believe the Administration has any concrete solutions; everything, including a furlough/closing is under consideration. A member asked how we can make a difference and get a response from the Administration. Tardi responded that when the President has meetings, everyone has an opportunity to ask questions. A member stated that tuition at other institutions is going up and Rowan, for example, is hiring 10 new faculty lines. Tardi stated that William Paterson is very lean because we have not been replacing people at the same rate, and this applies even to the professional staff. Tardi said to a great extent we are all essential employees, and if they cut any of us, they are really going to endanger this Institution. A member asked if it is appropriate to request another meeting with President Speert and the VP of Finance. Tardi said she thinks that is appropriate. She further stated that the GE Committee was promised something like "if you build it, we'll give you the money." She wants to know exactly where the money is going to come from because the Administration is talking about cutting existing programs while building a new one.

A member stated that if the new GE proposal is accepted it will require a great deal of faculty development and it will cost a lot of money. The member further stated that advisement will be a problem. Tardi stated that First Year Seminar will require 60 sections taught by fulltime faculty members and she wants to know who is going to teach the other courses. She further stated that if you teach a course that you like and have been teaching for years, there is a chance under the new proposal that you may no longer get to teach the course. She said we need to ask more questions about the proposed GE revision and get more answers. A member stated that he feels it is a good idea to contribute something in regard to the recent email sent by Marc Schaeffer so the administration cannot come back and say that no one contributed anything. Tardi said she is torn about that because the ideas that are submitted via email do not get publicized. Tardi said she likes the other member's idea about having another meeting where we are given some possible scenarios. A member stated that the meeting needs to happen now because if we wait until there is concrete data, it will be too late. Tardi said, not only that, but if we wait too long, we won't have time to come up with any ideas. A member asked if the Union Leadership has compiled the annual list of ways to enhance revenue. Tardi said yes, but there are not a lot of innovative ideas on it. A member stated that he liked the idea of meeting with President Speert as a group and he questioned if this email invitation might be used as a mechanism for requesting a meeting. He

said if everyone in the Union requested a face to face meeting with the President, perhaps he could explain some possible scenarios for what might occur when the budget is known.

A. Holpp Scala made a motion for a resolution to request that President Speert meet with all members of the University community during the month of April. K. Martus seconded the motion and it was approved unanimously.

D. Fengya explained the sample salary table that was included in the packet.

c. Legal Issues

Tardi stated that would like to request funding for legal fees for a colleague who is facing possible detouring. She noted that it is a very sensitive matter and she is not able to go into specifics at this time. She explained that she hopes the Membership will trust her on this matter because everyone knows she is very careful with the Membership's money.

K. Martus make a motion to approve up to \$1,000 for legal fees. R. Martinez seconded the motion and it was approved unanimously.

Tardi stated that there is another matter of concern that has to do with one of our colleagues at Kean University. The Kean Administration is mandating 8 office hours per week and requiring faculty to have teaching schedules three days per week. The matter went to the State Council Grievance Committee and was under consideration to go to arbitration. The Committee voted not to take the matter arbitration. The Kean faculty member involved contacted Tardi requesting our Local's consideration regarding this issue. Tardi noted that she would like to get our Local's opinion on what position our delegates should take on this issue. A member asked how the Administration at Kean can be allowed to force teaching three days per week and mandate 8 hours of office hours. Tardi stated that the contract does not specify the number of teaching days per week nor does it mandate a specific number of office hours per week. On our campus, the Administration and the Union have appropriately focused on the teaching needs of the department and the availability and accessibility of faculty to work with students and attend meetings. Tardi further stated that the Union at Kean lost control many years ago. She noted that the Administration on our campus respects the Union Leadership because the faculty and professional staff stand behind us, while at Kean, the Union became weakened and is considered an enemy in some ways. She said the President at Kean is a dictator and has been getting away with it. Williams stated that the Grievance Committee did its work and there is nothing in the contract that makes them think they could win in arbitration. He further stated that we want to support Kean because we feel they are being wronged, but the fear is that it might give the Administrations in our University and at our other sister Locals the ability to attempt to impose these unreasonable requirements. A member asked if all the Unions can come together as a group. Tardi said that we do come together at the negotiations table and each representative supports the feelings of their own Local. A member stated that since we have a provost and a dean who came from Kean, they're used to weak Union leadership and it's important to send them a message. Tardi stated that's not the point. Tardi further stated that there is a meeting coming up in April and this individual is going tell the Local that he wants the delegates to overturn the decision of the Council Grievance Committee. Tardi said that if we support the decision to go to arbitration, which we have the option to do, we will be going against the

Council Grievance Committee. A member stated that it sounds like the likelihood of success is very unlikely, and the possibility of other administrations taking advantage of that case is high. A member asked if there are options as far as supporting and strengthening the Union at Kean. Tardi stated that many grievances and unfair labor practices have been filed by Council in support of Kean and Montclair. She said that Kean has the most grievances and unfair labor practices file, and noted that in the past our Local has supported many of their issues. She said that ethically speaking, the issue is a good one, but if it goes to arbitration and Kean loses, our Local and our sister locals could suffer the same consequences as Kean. She further stated there is the right thing to do and then sometimes, there is the prudent thing to do. A member asked if it makes sense to make this the topic of negotiations for the next contract. Tardi responded that there are many issues that we choose not to take a hard stance on because once you lose and it goes to arbitration, the decision is written in stone.

K. Martus made a motion to overturn the decision of the Council Grievance Committee and move forward in supporting Kean. There was no second.

A member stated that some untenured faculty members are complaining because they are told they cannot have a two-day schedule, but other people in the department do. Tardi said there is nothing in the contract about a set schedule. It has to do with a faculty member's visibility, accessibility, and the needs of the department, and there is no magic number. Tardi stated that she will be more than willing to provide the correct information to deans who are insisting that there is a schedule required by contract.

Tardi said the Administration is forming a safety task force. She said an incident occurred just prior to spring break that involved a student who allegedly threatened the lives of 8 faculty members. Tardi noted that the process was handled very inappropriately and she is once again insisting on the formation of a safety task force.

4. Treasurer's Report

Matthews gave a report on the proposed budget for 2009-2010 that will be voted upon at the next meeting. A member commented that it was a very clear report (applause from the Membership).

5. Professional Staff Update

Selke reported that the NL study is continuing and although there were numerous problems at the beginning, they have been reduced. She said the supervisors seem to be having more problems with the study than the professional staff. She reminded the professional staff not to be intimidated, and that they should contact her if they are experiencing any problems.

6. Negotiations Update

Guerrieri noted that the signed Assessment Agreement is included in packet (applause from the membership). She stated that persistence paid off and she thanked Linda Gazzillo Diaz for laying the groundwork. Tardi also acknowledged Williams' contribution in negotiating this agreement. Guerrieri stated that the documents will be sent out to everyone via email. She encouraged everyone to read it carefully because it is retroactive to the fall of 2007.

7. **Grievances Update**

Williams said he is working with a professional staff member who is having problems with the NL study. The supervisor blamed the problems on the study.

8. **Adjunct Faculty Update**

Pavese announced that he is planning a meeting for all adjunct faculty members on 4/3/09. He said he has been focused on contacting all adjunct faculty members about the pension changes. The payroll department extended the deadline to allow him to contact about 100 more who were previously enrolled in PERS but did not respond to the information.

A member asked about the status of the dependent information that was requested by Human Resources. Tardi said we have no information on the matter yet, and that the Membership should gather the information and hold onto it until they receive further instructions from the Union.

9. **Adjournment**

A motion to adjourn was made by J. Matthew, and seconded by E. Goldstein. The meeting adjourned at 1:55 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: April 21, 2009
Location: UC 171
Time: 12:30 pm – 1:45 pm

Present: S. Tardi, G. Guerrieri, E. Matthews, S. Selke, F. Pavese, R. Wolk, G. Pope, M. Williams, K. Martin, K. Martus, K. Asada, J. Carter, J. Najarian, S. Wollock, R. Soto, L. Gazzillo Diaz, J. Cho, E. Martinez, D. Fengya, T. Newman, K. Louie, J. Peterman, K. McNeal, G. Furst, A. Holpp Scala, J. Matthew, R. Kearney, C. Simon, E. Goldstein, R. Schwartz, J. Hutchison, R. Su, M. Rosar, D. Van Boerum, J. Heavey, S. Rienstra, L. Refsland, P. Chen, C. Goldstein, S. Thompson, M. Mwaura, M. Giorgio, T. Finnegan, L. Emiola, B. Duffy, R. Cauthen

Items distributed to the Council and General Membership:

- 1) March 26, 2009 General and Executive/Local Council Meeting Minutes

1. Call to Order

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

2. Adoption of the Agenda

Tardi requested to modify the agenda to have announcements first, and then move the GE discussion to President's report "a." A motion to adopt the agenda was made by K. Martus and seconded by S. Wollock. The motion was approved unanimously.

3. Approval of Minutes of the March 26, 2009 General Membership and Executive/Local Council Meeting. A motion to accept the minutes was made by G. Pope and seconded by A Cheo. Approved unanimously.

4. Announcements

Tardi stated that Jane Hutchinson is running for the Wayne Board of Education and asked the Membership to support her. Tardi further stated that Faculty Senate elections will be held soon, and she asked the Membership to please support Senate candidates who are strong Union members. Tardi stated that CWA is having a public protest regarding civil service on April 23 in response to the Governor's ability to lay off workers from municipalities/counties through furloughs. Ten seats are available on the bus that is leaving at 3:00 p.m.

5. Treasurer's Report—Budget Approval

Matthews presented the same budget that was presented at the March meeting with the year-to-date figures updated. Tardi stated that anyone who wishes to examine the budget in more detail is welcome to view it at the Union office. K. Martus made a motion to accept the budget, seconded by A. Holpp Scala. The motion was approved unanimously.

6. President's Report

a. General Education

Tardi stated the Union Leadership has expressed Union related GE concerns that have not been addressed by the GE Committee. Tardi noted that the GE curriculum will be predominantly driven by students, and she is concerned about what will happen to small departments. She also expressed concern about the

fiscal crisis and questioned how the new GE proposal is going to be economically feasible. Tardi further noted that Kean University has shut down their social work department and personnel must be retrained. Peterman stated that the Provost has said he will not eliminate departments or make cutbacks due to the new GE program. Tardi pointed out that the Provost did not say that he would not make cutbacks due to the fiscal crisis. Peterman noted that in the first two years, the GE program is structured in such a way that small departments are guaranteed a certain number of sections. He said that if the offerings are managed, then issues with small departments should be fine. Tardi stated that we should protect all individuals whom the University made commitments to upon hiring and tenuring. She further stated that she would like Peterman and Levitan to raise this issue with the Administration. Tardi noted that she agrees that the GE curriculum should be revised, but she is concerned about rushing into a program that is potentially dangerous to our members. A member expressed concern about adopting a program when the effects on student's credit hours are unknown. Another member questioned how the GE reform will impact resources, specifically, faculty development resources. Tardi stated that since the Ridgefield Park case, the Administration has managerial prerogative regarding the courses faculty members teach and their schedules. Tardi emphasized the need to bring these issues and concerns up to the Provost publicly, on the floor of the Senate. Tardi stated that if a department is eliminated, tenure means nothing. She further stated that although President Speert said there would be no programmatic cuts, he sent out a letter regarding programmatic changes, and she wants to know exactly what that means. A member stated that the memo stated underperforming programs and departments. Tardi said that we need to have answers from the Administration on the Senate floor. A member expressed concern that someone in the Senate will call the question and the debate will be over. The member also said that he is not convinced that when these new courses come out, that they will have the same distribution of upper and lower level classes. He wonders if this will result in the loss of adjunct faculty members. Peterman suggested passing the framework first, then SLOOs, and then the class requirements could be brought back to the Senate for a later vote. Tardi responded that if the plan is not appropriate, and the implementation isn't stated, then she cannot buy into it. Peterman stated the GE proposal is similar to what other institutions are doing. Tardi stated that our students are different than the students at the other institutions that are being compared. Tardi said the Administration needs to answer questions about the impact on small departments and how managerial prerogative might play a role in what courses faculty members teach. A member stated that everyone should be treated fairly. A member stated that some students will take 34 credits and others will take 52 credits depending upon the major. The member stated that students will not be challenged to take higher level courses or go further for another major due to the GE curriculum. Peterman stated that most students will take 43 or so credits. Tardi stated that this particular grid has only been discussed for two or three weeks, not two years. A member expressed concern that someone in the Senate will call the question and this will end up being the final grid. Another member stated that a vote is required to call the question and it must pass by a 2/3 majority. Tardi asked for clarification about whether or not the Provost requested 2/3 majority before the new GE proposal is passed. Peterman stated that is correct. Peterman further stated that the GE Committee has brought up many of the same issues currently being discussed at this meeting. He said that he will discuss the matter with the Provost and ask him to publically address some of the concerns at the next Senate meeting. A member stated that he feels more discussion is necessary and questioned why the proposal must be voted on next week. Peterman stated that it is up to the Senate to decide whether or not the vote is taken. He further stated that he is not sure all the questions will be answered because many of the issues will need to be worked out in the fall and possibly voted on again in December.

b. Fiscal Crisis Update

Tardi stated that during a recent Provost's expanded budget committee meeting, the news was presented that one of the answers to the fiscal crisis might be a "closing." Tardi further stated that President Speert described the "closing," and it seems that two years ago he described the same thing as a "furlough." She said this means that during spring break only essential employees will work. The University will be closed to all other employees and they will receive no pay. She said that he cannot legally use the word

“furlough,” so he is playing a word game and referring to it as a “closing.” Tardi stated that it is the position of our Local and Council that we will not take a cut in pay, and will not give up our salary increase, an increment or a paid spring break. She said the AFT Council had a meeting with the State Treasurer and one problem is that the State does not know how to apply a furlough to faculty members. Tardi said we are joining with CWA and offering a deferment to the Governor, but he is not cooperating. A member said that Pennsylvania has a deferment in regard to medical insurance. Tardi said that no one has the exact statute regarding being furloughed, and that our contract conflicts with the definition of furlough. Tardi stated that she attempted to get the Council to support our SGA’s march on Trenton, and while William Paterson was willing, other college students were not. A member stated that a colleague in her department asked her to express his idea of giving 1% of our paychecks to support non-tenured faculty members. Tardi responded that we do not have any non-tenured tenure track faculty in danger at this point. A member stated that the President said that we are in a fiscal crisis, but he doesn’t have a clear idea about what will happen after the State budget is approved by the legislators. Tardi stated that the Council has attorneys who pointed out that the Governor is misinterpreting what President Obama has stated regarding money for higher education, and that could change things for us. A member stated that the President has an obligation to tell us his plans. Tardi responded that he has already said that his solution is a closing (furlough). He also said that we have some reserve money, but he does not know if the Board of Trustees will authorize the use of the reserves. Tardi told the President that the Membership wants to know if there is a concrete plan, and wants to hear about the worst case scenario. A member asked what it means for William Paterson’s public image if we are given a furlough and other universities are not. Tardi stated that this issue should be addressed by the President. Tardi stated that they cannot impose both a furlough and wage freeze. She said the message to the faculty and professional staff is to keep fighting against the wage and increment freeze and/or any closing (furlough). A member asked what this has to do with all the administrators teaching a class next fall. Tardi stated that all administrators with a discipline will teach one class next semester without pay. Tardi further stated that this concerns her because the administrators will be taking classes away from adjunct faculty members. A member asked how a potential furlough affects adjunct faculty members. Tardi stated that the President said we will need more adjunct faculty members due to the fiscal crisis. A member asked if anyone came up with ideas to generate revenue. Tardi said that no significant money generating ideas have been put forward, but anyone with suggestions should tell the administration. A member stated that if the University closed for one week, students could have significant issues with financial aid due to federal regulations. A member suggested recruiting more international students. Tardi stated that while that is important, the person in charge of Enrollment Management stated that international students are not a priority for this institution. Tardi stated that we can halt this furlough by recruiting more individuals to the University, but noted that this is not a faculty role and responsibility. Members expressed concern regarding the admissions process and gave information regarding situations when students were not fairly evaluated and rejected or the application process took many months and the potential student ended up going to another university. Tardi will follow up with the President. She noted that the Administration has told her that the reserve is at the highest level it has ever been. She has asked the Council to put in an inquiry to see what reserves each institution has, since other institutions said they will use their reserve to avoid a closing (furlough).

c. Support for CWA

Tardi asked the Membership to please attend the march on April 23 if possible.

d. March on Trenton

Tardi stated that it is important for us to support our students. A member questioned why students from other institutions do not march. Tardi stated that she does not know, but on our campus, the new SGA President and the Young Democratic Socialists have organized. Tardi stated that she is proud that they are taking initiative.

e. Scholarships

Tardi asked the Membership to announce to students that this Friday is the deadline for scholarship applications. Five \$1,000 scholarships are available.

7. Adjunct Faculty Representative's Report

Pavese reported that he recently held two meetings with adjuncts to discuss issues. He noted that the number one concern among adjunct faculty members is in relation to the fiscal crisis and GE program is job security.

8. VP for Grievances Report

Tardi stated that the Union Leadership is involved in two large cases, both of which may go to arbitration. She reminded the Membership that anyone who has a concern about another member believed to have done something egregious, should give the Union an opportunity to look into situation before going to administration. Once the matter has gone to the administration, it cannot be pulled back.

9. VP for Negotiations Report

Guerrieri stated that faculty can decide on assessment methods for their own department. She reminded the Membership that assessment should only evaluate courses and it is important not to participate in assessment activities that evaluate faculty members. Tardi stated that the agreement devised for the Department Assessment Coordinator is not for the committee members, but for the coordinator only. It is for the individual responsible for developing the assessment methods, gathering and coordinating data, and writing up reports. Tardi noted that regarding assessment, if only one faculty member is teaching the course, it comes back to that particular faculty member. A member stated that in her college, students' names and 855 numbers are on the assessment forms, and although this is not required by NCATE, the Administration told them to include the information. Tardi stated that it is your right as a department to raise these issues. Tardi said she will express assessment concerns to the Provost in the case where students are being identified by name or 855 numbers.

10. Adjournment

A motion to adjourn was made by A. Holpp Scala, and seconded by M. Mwaura. The meeting adjourned at 2:03 p.m.

Respectfully submitted,

Linda Gazzillo Diaz, Ed.D. ATC
Substitute Secretary

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

Date: May 12, 2009
Location: UC 171
Time: 12:30 pm – 1:45 pm

Present: S. Tardi, G. Guerrieri, E. Matthews, S. Selke, F. Pavese, R. Wolk, G. Pope, M. Williams, K. Martin, K. Martus, K. Asada, J. Carter, J. Najarian, S. Wollock, R. Soto, L. Gazzillo Diaz, S. Betts, D. Fengya, T. Newman, K. Louie, J. Peterman, K. McNeal, G. Furst, A. Holpp Scala, J. Matthew, R. Kearney, I. DiMaio, C. Simon, E. Goldstein, R. Cauthen, S. Rienstra, D. Van Boerum, J. Heavey, B. Mason, H. Youraghi, P. Chen, J. Hutchison, J. Tracy, M. Rosar, M. Mwaura, B. Duffy, N. Kalb, L. Refsland, D. Potacco, R. Schwartz, K. Malu, D. Catarina, L. Hamel, A. Schaefer, C. Goldstein, J. Stone

Items distributed to the Council and General Membership:

- 1) April 21, 2009 General and Executive/Local Council Meeting Minutes
- 2) Memo on Assessment Methods

1. Call to Order

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

2. Adoption of the Agenda

A motion to adopt the agenda was made by K. Martus and seconded by B. Duffy.

3. Approval of Minutes of the April 21, 2009 General Membership and Executive/Local Council Meeting. A motion to accept the minutes was made by K. Martus and seconded by B. Duffy. Approved unanimously.

4. Scholarship Awardees

Tardi announced that five Union scholarships have been awarded, and noted that all the recipients have a GPA of 3.0 or better, submitted very interesting essays on *Unionism in the 21st century*, and have a family member who is a union member. The scholarship recipients introduced themselves: Victoria Collins, Robert Dotto, Linda Finaldi, Ioanna Protopiannis, and Maria Rivera. Tardi recognized the members of the Scholarship Committee: Steve Betts, Kem Louie, Esther Martinez, Frank Pavese, and Janet Tracy. Tardi noted that all Union members are welcome to volunteer to participate on the Scholarship Committee. R. Soto volunteered to serve on next year's committee. Tardi thanked the Committee members and scholarship recipients for their hard work, and said she is pleased the Union can continue to provide these important scholarships to students, especially during this current economic climate.

5. President's Report

a. Urgent Faculty Issue

Tardi stated that the administration has levied its intent to de-tenure an individual in our

bargaining unit. She noted that this is the same individual whom the Membership previously voted to approve up to \$1,000 to seek legal advice. Tardi stated that this person is a colleague with a stellar record at the University, and a person who has made significant contributions in teaching and in the Union. Tardi explained that the individual in question was working on a paper with a colleague in a different department. The paper was accepted for publication in a book chapter, and a signed agreement was involved. At the same time, the individual in question was also working with another person at a university in a different country, and the individual took the information that was only partially his or hers (the individual had contributed more on the research and less on the writing), and submitted it to a conference. The person in question removed the co-author's name, added the individual's name from the other country, changed the title, and submitted the paper word for word to the conference, without the co-author's permission. The individual being charged claimed that it was never his or her intention to "steal another person's work," but rather, that he or she submitted the original paper only to meet the deadline to get accepted to the conference. Once accepted, he or she planned on changing the entire contents of the paper.

Tardi stated that this is a clear case of plagiarism, and the Union in no way condones plagiarism in any form. However, the Union is concerned with the punishment that the administration is choosing to levy based upon the terms of the contract, since the contract calls for progressive discipline and this is the person's first act. She further stated that it is the feeling of the Union Leadership that detouring the person and ruining an entire career is a harsh sentence for someone with such a stellar record at the University, and this individual is entitled to progressive discipline as outlined in the contract. Tardi noted that the attorney for our Local agreed with the Union leadership. Tardi stated that she feels a significant penalization such as a lengthy suspension with no pay is certainly in order, but that detouring the person is excessive punishment.

Tardi stated that another factor in this case is that during a "fact-finding" session that involved the administration and one of the deans, it was determined that the person really had nothing to gain from the plagiarism act. It was not a prestigious conference, and the paper would not have been published in time to be considered when the person went up for promotion. Tardi was told by the administration that the co-author informed them about the matter. The attorney has raised questions relating to the co-author's conduct, although not in terms of plagiarism. Tardi stated that the Executive Board is asking the Membership to support the person in terms of the person's right to representation and to be judged in terms of his or her career, not on one moment of extremely bad judgment.

Comments from members:

A member asked if the paper had William Paterson's name on it. Tardi responded yes. A member stated that detouring someone for one incident seems to be a much higher standard than what we expect from students. Tardi responded that she mentioned that point to the administration and got no response because she feels that now that the matter has been brought to their attention, they want to protect themselves and the University. A member stated that if she turned in every student who "accidentally" plagiarized, she would be in trouble. Tardi indicated that this does not involve a student, but rather a senior

faculty member. Tardi reiterated that the standards should be very high, but since this involves ruining a person's entire career, she thinks the administration is taking drastic measures for a first-time offense. A member asked about the current status of the paper. Tardi replied that the person never presented the paper, but it was in the conference proceedings that were distributed on a disc. Tardi noted that this could have been resolved much more easily if the co-author, who is a member of our bargaining unit, would have come to the Union before going straight to the administration. A member asked what detouring means. Tardi responded that it means that this individual's career as a professor is over. A member stated that he was the person who made the motion at the previous meeting to pay \$1,000 for the individual to seek the advice of an attorney, but he is now uncomfortable putting forward any extra money because he's not sure what we are defending, and he does not want to be labeled as a defender of plagiarism. Tardi said she agrees, however, there are extenuating circumstances in this case. She stated that the fact-finding is typically done by HR, but since it was an academic matter, the Provost recommended that it be conducted by an academician. The administration considered this to be an informal process. Tardi said the conclusions in the fact finding report were not completely factual, and President Speert based his recommendations on that report. Tardi noted that if we do not provide the support for this person to seek further legal representation from our attorney then, we as a Union, would not be representing this person appropriately. She further noted that when the matter goes before an administrative law judge, the bill will go far beyond \$1,000 and she feels the individual deserves to be defended. A member asked if any similar situations have occurred in the past at William Paterson. Tardi responded that there have been no situations like this, although there have been cases involving bad behavior and the University has issued intentions to detour, but in those cases progressive discipline was used, as stated in the contract. She further stated that there was also one case where the University would not negotiate and an administrative law judge mandated a settlement allowing the person to resign. A member asked about the implications of losing before an administrative law judge. Tardi said the attorney for our Local believes that while the individual clearly did something wrong, he doesn't think an administrative law judge will be willing to bypass on progressive discipline and go straight to detouring. Tardi noted that the person is extremely embarrassed and there are also confidential circumstances that cannot be discussed publicly. Tardi stated that we should not want to destroy someone's career when we don't know the entire case. A member stated that we are getting bogged down in the minutia, and she wants to make it clear that we are not supporting plagiarism, but rather, we are defending a tenured individual who has been an exemplary colleague and made one horrible mistake that will ruin his or her career and life. A member described several different instances that have occurred over the years, where faculty members were accused and convicted of very serious things, yet they were not detoured. The member said she feels there is some hidden agenda in this case, that the individual in question is being used, and she wants the Union to fight it (applause from the Membership). A member stated that in the legal system, if a complainant drops the complaint, usually the case cannot proceed. Tardi stated that too many people know about this and the President has already indicated that the administration will not pull back. A member stated that we are all members of the Union here and we work in solidarity. The member went on to say that clearly, the faculty member made a serious

mistake, but she is suspicious of the administration, especially at a time when getting rid of faculty members is all too handy. Tardi said that in all honesty, she does not feel that the administration is pursuing this to get rid of someone and save on the salary; she feels they are doing it because they want to be “hands off” and they don’t want to do anything to draw attention to themselves. A member asked what other types of disciplinary action has been presented in the past and what would a law judge do? Tardi responded that she assumes this matter will reach an administrative law judge due to the seriousness of the charges. She stated that in terms of the kinds of settlement that can be reached, she feels it should be very significant due to the extremely serious nature of the case. A member asked if it is possible to get the State Council to contribute to the defense fund. Tardi stated that if the Membership approves it at the Local level, we will ask the Local, the State Council, and the National AFT to each contribute one third. A member said he wonders if the administration is testing the strength of the Union and the strength of the contract. He said if we let this slip through our fingers and don’t take charge, we can forget about much else. Tardi stated that this is a double-edged sword because an administrative law judge is not always fair and kind in terms of seeing things the way we see them.

J. Matthew made a motion to support the process to retain progressive discipline as part of our contract by facilitating representation for the individual, not to exceed the amount of \$5,000. The motion was seconded by J. Najarian. The motion passed with one opposed and one abstention.

b. Fiscal Crisis Update

Tardi stated that President Speert would like to close the University for two weeks, during the winter break and spring break. This closing would result in no pay for any University employee during those time periods. Tardi said the Council states that impact must be negotiated, and she will argue that there is not equal impact. Tardi stated that one issue is that the Governor is not providing appropriate funds from the federal stimulus and President Speert’s options are limited. Tardi said President Speert will give notice of his intent to close at the May 15 Board of Trustees meeting, but the actual vote will take place at a later date. She stated that as soon as he announces intent to close, she will ask to address the Board on the subject of administrative accountability. Tardi noted that of the nine State colleges and universities, we are among three who are considering a furlough. The other six are stating that they have reserves, and she questions why William Paterson does not have reserves.

Questions and comments from members

A member asked if the two-week closing of the University is being proposed in addition to what the governor wants to do. Tardi said she thinks that the Governor’s threats will fall through. A member asked how a December closing impacts the winter session. Tardi stated that it will have an impact on faculty, staff, and students, and that is why the impact must be negotiated. A member asked how this will impact adjunct faculty members. Tardi responded that nothing is being mentioned about the adjunct faculty at the present time. She noted that she had anticipated more need for adjunct faculty members during the fiscal crisis and hiring freeze, but that does not seem to be the case

because the Union leadership is beginning to get email messages from individuals who have not been rehired. A member commented that one of the deans said the administration would like to reduce the number of adjunct faculty members. Another member commented that the Provost attended a meeting of the department chairs in February and announced that no courses would be closed without consultation of the deans and faculty members. A member asked if the enrollment numbers at the University are down. Tardi responded that President Speert told her the conversion rate “looks good,” but she does not think it can be significantly better since the University’s fiscal urgency has not appeared to change. Tardi noted that at a recent Senate meeting it was announced that the administration is spending \$180,000 on the beautification of the campus, which Steve Bolyai said is partially for safety reasons. Tardi further noted that Kean University has new landscaping with waterfalls, but departments are being closed. A member commented that in regard to the reserves, we should not look at the budget but rather at the foundation. The member asked if there is a way to get the financial records for a 503c (the classification for a non-profit organization). Tardi responded that she had already asked the State Council to put in an OPRA request for the amount in reserve at each of the State universities. A member commented that every member of a corporation has the right to know this information. Tardi asked Muroki Mwaura, the treasurer of the State Council, to pursue the matter.

Tardi asked the Membership for a recommendation of what suggestions she can give to the administration, other than what has already been expressed. A member stated that President Speert will say that the closing is a disadvantage for everyone in the same way, because when everyone shares the pain, it saves jobs. Tardi stated that while everyone’s salary will take a hit, the impact of that hit is not equal. She said she is anxious to hear from the Council attorney regarding whether or not the President must negotiate impact because if not, he will get away with the closings rather easily. A member commented that since the administration works 12 months per year, there is more impact on faculty members who are only paid for 10 months. A member asked about the President’s response to the request to meet with the faculty and professional staff in April. Tardi stated that no meeting was requested because there was no information to add. The money is not there and the President doesn’t know if the Board of Trustees will allow him to use a portion of the reserves that we do have. Tardi said it all depends on how much money is given to the University through the federal stimulus package and that amount is not known at this time. Tardi said we can also brainstorm and come up with solutions, but the only thing she can think of right now is administrative accountability. A member commented that we should be careful when talking about 10 month employees vs. 12 month employees because there are many support staff members who make much less. A member asked if we can apply for unemployment benefits while furloughed. Tardi said no. A member asked if the proposed furlough would impact the pension. Tardi responded yes, and we also stand to lose about \$20,000 in Union dues. A member asked if we can schedule a rally or a walk-out. Tardi questioned the likelihood of this having an impact. A member asked if the closing is contingent upon an economic recovery not taking place in a timely manner. Tardi stated that the Governor has supposedly not applied the stimulus money to higher education in an appropriate manner. She said if the money does get filtered to us it might help. A member asked if there is a total figure on

the budget shortfall. Tardi responded that the budget is projected to be short by \$10 million. A member commented that many administrators take a percentage of the grants they are on and perhaps those funds should go to the University. Another member responded that there are restrictions on how grant funds can be used and that would not be possible. A member asked if sick days can be used during the closure. Tardi responded that while sick days cannot be used during a furlough, creative deviance does occur when people are forced into situations that they view as unfair. A member commented that the cafeteria workers at William Paterson are in a national fight and are confronting serious negotiations in the fall. The member suggested that maybe we could organize a one-day strike in conjunction with them. Tardi said that would be possible if she knew that she can count on people. Tardi further noted that this would take serious on-the-ground organizing, and she would be willing to guide people on this, but there will not be enough time to organize in time to impact the furlough, because the decision to furlough would occur prior to the fall semester.

6. Adjournment

A motion to adjourn was made by S. Wollock, and seconded by S. Selke. The meeting adjourned at 2:07 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 15, 2009

Location: UC 171

Time: 12:30 pm – 1:45 pm

Present: S. Tardi, C. Williams, G. Guerrieri, J. Pinkston, E. Matthews, S. Selke, F. Pavese, R. Wolk, G. Pope, M. Williams, K. Martin, G. Gerardi, K. Martus, K. Smith, D. Joslin, J. Najarian, S. Wollock, R. Soto, L. Gazzillo Diaz, D. Koistinen, E. Martinez, S. Betts, D. Fengya, T. Newman, K. Louie, J. Peterman, A. Montare, K. McNeal, G. Furst, A. Holpp Scala, J. Matthew, R. Kearney, C. Simon, J. Hutchinson, E. Goldstein, M. Stanford, D. Nacin, K.H. Kim, B. Duffy, A. Cheo, E. Antoniou, L. Refsland, D. Potacco, D. Hill, M. Rosar, N. Kalb, M. Mwaura, R. Cauthen

Items distributed to the Council and General Membership:

- 1) May 12, 2009 General and Executive/Local Council Meeting Minutes
- 2) Listings of 2009-2010 Department Representatives, Committee members, and State Delegates
- 3) Rutgers' AAUP/AFT MOA clarification

1. Call to Order

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

2. Adoption of the Agenda

A motion to accept the agenda was made by K. Martus and seconded by J. Najarian. Approved unanimously.

3. Approval of Minutes of the May 12, 2009 General Membership and Executive/Local Council Meeting. A motion to accept the minutes was made by B. Duffy and seconded by A. Montare. Approved Unanimously.

4. Announcements

A Professional Staff Information Meeting will be held Wednesday, 9/16 in UC 171A. The furlough process and other information will be discussed.

5. Executive Board and Membership Introductions

6. Action Items

a. AFT Department Representatives

A motion to accept the list of Department Representatives was made by K. Martus, and seconded by E. Goldstein. Approved Unanimously.

b. Council of NJ State College Locals (Delegates and Alternates)

A motion to accept the list of Council of NJ State College Locals Delegates and Alternates was made by B. Duffy and seconded by A. Montare. Approved unanimously.

c. Political Action

Tardi noted that volunteers are needed for committees. She also reminded the Membership that if anyone is on a committee and cannot fulfill their responsibilities that they should let the Union Leadership know as soon as possible. Potacco volunteered for the Career Development and Tuition Reimbursement Committee. Hill volunteered for the Elections Committee.

A motion to accept the list of committee members was made by J. Najarian and seconded by A. Montare. Approved unanimously.

Tardi noted that volunteers are also needed to serve as Union observers on various committees. She further stated that any Union member is eligible as long as he or she completes a training session. A member asked if a person must be tenured in order to serve as a Union observer. Tardi replied that while being tenured is not one of the criteria, she does recommend it if the junior faculty member feels vulnerable in any way. She noted that a Union observer plays a key role on a committee and must insure that the rights of all members are protected. Tenured individuals would likely feel more comfortable in this role.

7. President's Report

a. Furlough Issues and Concerns

Tardi stated the Memo of Agreement (MOA) regarding the furlough and the wage increase deferment that was signed over the summer was unavoidable. She said that while the Executive Board and the Membership initially held the position that a contract is a contract, there was a clause in our Contract that allowed the State to impose a furlough and defer the wage increases. She noted that the clause was in the Contract long before the current Union Leadership was in place. Tardi stated that it was unfortunate that our legislature did not stand behind us, even in an election year. She further stated that given the current economic climate in the State of New Jersey and the rest of the country, she feels the agreement was the best we could do, and was better than we originally anticipated. Tardi noted that the administration is already considering a furlough for next year. She further noted that if the administration sees no impact from this furlough, then next year's furlough will be an easy way out. Tardi said that she wants the faculty and professional staff to understand that what occurred is not just about money; it is a political statement from the Governor stating that everyone is sharing the pain. Tardi urged the Membership to work within the guidelines of the MOA because it is a signed

agreement, but to not be manipulated by it. She noted that we have been mandated by the State to do this and it needs to have an impact.

Questions and comments from members

A member noted that in addition to losing money in our paychecks, we are losing significant money from our pension. Another member asked if the Union Leadership can suggest dates when furlough days will make the most impact. Tardi responded that the impact will vary from department to department. She noted that currently, every department is understaffed and the Professional Staff are under-supported. Tardi said that faculty and staff cannot be expected to work double-time to make up for the days they miss due to the furlough. Tardi said that some faculty members were told they must go through the department chairpersons, but this is not accurate; no process of review can take place by the chairs. The deans and/or supervisors are the only level of approval. Tardi noted that for faculty members, furlough days cannot interfere with teaching and instruction; however, no pressure can be placed on individuals to participate in activities such as assessment, advisement, and faculty meetings when they are furloughed. Furlough days for professional staff members cannot fall within a period that constitutes a peak period of work. A member asked if weekend days can be taken as part of the furlough. Tardi responded that the State Council clarified that furlough days must be taken during the typical 5-day work week. Williams stated that the State and the Administration are relying on us to care more about the students than our own circumstances, and he noted that the worst thing that can happen is for no negative impact to occur. Tardi agreed, stating that if we calculate the number of unit members and the number of hours that they will be unable to engage in University related work, it is ridiculous to assume that furloughs will have no negative impact on students, departments, and the University as a whole. A member asked how we are going to demonstrate impact, when furlough days cannot be taken on teaching days. Tardi said one example is that this is a crucial year for assessment, and the members should not consider going above and beyond their duties since the State and our University supported the furlough. She said President Speert told the Board of Trustees that the furlough would not directly affect students. Tardi refuted this statement. Tardi requested that unit members inform Union Leadership of any instances of negative impact on students, departments, and the University due to furloughs. She will compile the information and present it to the Board of Trustees. Tardi noted that in the future, the mandated furlough may not come from the State, but rather from the University, and this information will prove useful when it is time to discuss the options. Tardi said that the people in the large, strong departments are the ones who need to carry the burden for the smaller, tenuous departments that are more vulnerable regarding low enrollment. A member asked if an automatic reply can be set up in order to identify the impact of furlough days. Tardi responded that email, voicemail and door signs should be utilized when faculty and staff are on furlough. She further emphasized the importance of reporting the specific negative impact that a furlough day has to Union Leadership, because Leadership must be informed in order to be empowered.

A member commented that the State is projecting a \$10 billion shortfall next year and is already considering laying off public school teachers. Tardi stated that is why it is

important for us to plan head for next year when we will likely be going back to the bargaining table. A member asked if it is acceptable to be furloughed on the date of the Provost's meeting. Tardi stated that no one is required by contract to attend the Provost's meeting, but furlough days must be preapproved. A member asked if faculty and staff are obligated to work at open house. Tardi said that while no one is obligated to work at open house, the event does have the potential to bring in new students and help increase enrollment at the University. She said that if enrollment remains low, future furloughs are even more likely. Tardi said her advice is to think carefully about what is reasonable and unreasonable when considering how to make an impact. A member asked about the furlough schedule for individuals with a five day teaching schedule. Tardi said individuals who have a five day teaching scheduled should request assistance from the Union Leadership. A member asked if the Union can suggest when to schedule furlough days so they will be the least damaging financially. Tardi noted that the response to this question would vary by individual. In general, anyone receiving a step increase in January 2010, would generally benefit financially if they complete all furlough days prior to the step increase. The reason is simply that individuals are likely to be making less money before a step increase. A member asked if furlough days can be taken during commencement, after final grades have been submitted. Tardi said that most people feel that once grades have been submitted, the semester is over. She said President Speert's position on this issue is to agree to disagree. The Union agreed to allow faculty members to attend meetings after commencement and final grade submission on a volunteer basis. Others have not accepted this, and it could go to arbitration. Tardi stated that the Union will soon be building a relationship with a new president. She noted that while the Union Leadership has often disagreed with President Speert, we have had a respectful relationship with him. Tardi said the Administration is very aware that we have an extremely strong Union at this Institution, unlike some of our sister Locals, and that the strength comes from the Membership. Tardi said her goal is to keep this Union very focused and strong. Tardi noted that the Board of Trustees has acknowledged that she has always put the students first, and that she is a professor who happens to be the President of the Union. Tardi stated that the negative impact of the mandated furlough is the result of the State and the University, not the individual faculty and professional staff members.

b. University Safety

Tardi said there have been a number of safety related incidents over the past two years, and we finally have a Safety Committee in place. Tardi said that while there has been a "Students of Concern Committee" for quite a while, she doesn't think people are aware of exactly what the Committee does, and she feels that faculty should have more say about how safety issues are brought forward on this campus. Tardi said the Provost has expressed concern that faculty members will bring forth too many small issues. Tardi said she feels it is better to come forward with small problems, rather than ignore problems until they escalate. Due to her participation on the Safety Committee, Tardi identified that safety cards had been printed but not widely distributed. Thanks to Chief Horvath and Terry Bogorad, Deputy Director of the Department of Public Safety, the cards are being circulated to our Union representatives to give to their department members. She further noted that we want people to know what to do in an emergency and we want faculty to identify potentially dangerous situations. Tardi reminded the Membership that counselors

are protected because of their licenses, but faculty members and staff are not; that is why students should always be referred to the professional counselors on campus. A member asked about the H1N1 outbreak and questioned if a formal process is in place to deal with it. Tardi said she will get clarification from the administration on the policy on the H1N1 virus as it relates to students, faculty, and staff.

c. Political Action

Frank Pavese, Chairperson of the COPE Committee outlined the process our Local follows prior to endorsing a political candidate. Pavese stated that the facts about political candidates are discussed at the general meeting. The department representatives are asked to discuss the matter with their department, and report back at the following meeting where a vote is taken. Pavese noted that the AFT State Council has chosen to support Jon Corzine. He further stated that Christie maintains he will not negotiate with labor unions. In addition, Christie has criticized Corzine for being too labor friendly and has already stated that if he is elected, he will lay-off 20,000 State employees. Tardi added that although Corzine took advantage of the clause in the Contract permitting the wage freeze and furlough, at least he is still willing to negotiate with labor, and therefore seems to be the lesser of two evils. A member asked if we can choose a third option of not supporting Corzine and denouncing Christie. Tardi said she fears that so many people are angry with Corzine that they will simply vote for Christie without knowing the facts. A member mentioned that the gubernatorial debate will be held at William Paterson on October 16.

8. V.P. for Grievances Report

Williams stated that last semester we voted to provide support to a member who had engaged in plagiarism and was facing the possibility of detenure. Williams explained that the individual chose to hire a private attorney that had nothing to do with the Union. The person has since resigned, and the matter is closed.

Williams described another case where a member was sent to our Local's attorney for a consultation. The person had a history of progressive discipline and the administration believed that the next step was a one semester suspension. The attorney will evaluate the case and decide if the punishment is in line with other similarly suited cases in the State. Williams noted that the attorney's recommendation will be our guide as to whether or not we will recommend if this individual should be given further financial assistance. Tardi clarified the process by stating that under usual circumstances, an individual should speak to the Grievance Officer who will discuss it with the Executive Board. The Executive Board votes to determine whether or not the member should receive financial support from the Local. At the subsequent General and Executive Board meeting, the issue is discussed and voted upon by the Membership. Currently we have a member who has disputed the manner in which his or her previous case was handled by our Local, so the person has been referred to our attorney for consultation. Our attorney will make a recommendation to Union Leadership and the normal process will resume (vote by the Executive Board on whether to provide financial assistance and then presented to the members at the General and Executive meeting for a vote).

Tardi stated that the Senate recently discussed whether or not to allow students to record classes. She said this is about academic freedom, and she would like to know where the Membership stands on this issue. Tardi explained that the Senate is considering passing a rule stating that students are not authorized to record a class unless they have permission from Disability Services. She stated that while she disagrees with this ruling because it subjects the students to being labeled, she does feel that limitations should be placed on how the information can be used.

Comments from members

A member stated that it is “well and good” to say there are limitations, but in this day and age there exists a possibility that information can be placed in a public forum that is inappropriate. Williams stated that he is completely against all forms of recording because it can be easily manipulated. A member stated that people are not supposed to speed on Ratzler Road, but they do it anyway. Another member stated that if people are recording a lecture, other students might feel uncomfortable and participate in classroom discussion. One member pointed out that even if penalties were to be imposed, it would be too late, because the information would already be out there. A member questioned if Disability Services can provide the recording to faculty members, so the faculty member who was recorded can retain a copy of the original recording. A member asked if the professor could be allowed to record and control the recording. Another member stated that passing a law is not going to stop anyone from quietly recording. Tardi stated that she would consult our Local’s attorney.

10. Adjournment

A motion to adjourn was made by K. Martus and seconded by A. Holpp Scala. Approved unanimously. The meeting adjourned at 1:55 p.m.

Respectfully submitted,

Jan Pinkston,
Recording Secretary

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

Date: October 20, 2009
Location: UC 171
Time: 12:30 pm – 1:45 pm

Present: S. Tardi, C. Williams, G. Guerrieri, J. Pinkston, E. Matthews, S. Selke, F. Pavese, R. Wolk, M. Mwaura, G. Pope, K. Martin, K. Martus, G. Gerardi, K. Smith, D. Joslin, J. Najarian, S. Wollock, M. Turkish, R. Soto, L. Gazzillo Diaz, D. Koistinen, E. Martinez, S. Betts, T. Newman, A. Tesfaye, A. Montare, D. Catarina, A. Holpp Scala, J. Matthew, C. Simon, E. Goldstein, K. Malu, K. H. Kim, D. Nacin, M. Rosar, A. Cheo, L. Refsland, D. Potacco, S. Shalom

Items distributed to the Council and General Membership:

- 1) September 15, 2009 General and Executive/Local Council Meeting Minutes
- 2) Promotion Opportunities Rationale
- 3) Promotion Opportunities Data
- 4) Resolution on a Fair Contract for WPU's Sodexho Workers
- 5) Committee Listing

1. Call to Order

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

2. Adoption of the Agenda

A motion to adopt the agenda was made by J. Najarian, and seconded by K. Martus. Approved unanimously.

3. Approval of Minutes of the September 15, 2009 General Membership and Executive/Local Council Meeting. A motion to accept the minutes was made by A. Montare and seconded by K. Martus. Approved unanimously.

4. Financial Report – Vincent Baldassano, Senior V.P. Investments, Oppenheimer & Co. Inc.

Vincent Baldassano gave an overview of the AFT Local 1796 investments.

5. President's Report

a. Promotional Opportunities

Tardi discussed the strategy behind the "Promotional Opportunities Rationale" document that was used to negotiate with the administration. Tardi said the focus this year was on fairness and equity along all ranks and lines, and in all divisions. Tardi said promotions were given priority over range adjustments because of the

importance of promotions. She noted that over 60% of professors have already received range adjustments and it seemed fair to offer more opportunities to junior faculty who have not received a promotion and to also try to get more opportunities for professors to move from the associate level to the full professor level. Tardi further stated that the argument was that last year, the University gave 10% of the promotions to faculty members, and in previous years, that number was 10-13%. This year, the administration was proposing to offer promotions to only 3.5%. Tardi noted that while the outcome may not have been what we wanted, we are still doing fairly well as a Union when compared to other universities.

Tardi stated that the Union Leadership holds promotion and range adjustment workshops to give information, and then leaves it up to the individual member to decide whether to apply for a promotion or a range adjustment. She noted that if one's goal was to earn the maximum amount of money over one's career at WPU, the faculty member should first apply for a range adjustment. If one's priority is for the prestige and status associated with rank, then the faculty member should apply for a promotion. She stressed the fact that a faculty member can receive a range adjustment and then use the same folder to apply for a promotion the following year, however, the reverse does not apply. Eligibility for a range adjustment is four years at rank and the material used in the portfolio cannot include anything prior to the last promotion or range adjustment. Tardi explained that range adjustment requires excellence in teaching and one other area (scholarship or service), and meeting the criteria in the third area. A promotion requires excellence in all three areas (teaching, scholarship/creative development, and service).

Tardi noted that it is very difficult to argue for more promotional opportunities considering that some of the applicant pools from the previous year are so small. Tardi further noted that when it comes to negotiations, the Union Leadership is equitable and fair, and has consistently been accountable to all constituents (faculty, librarians, and professional staff).

b. Election for Governor – endorsement vote

Tardi stated that at the last meeting, all department representatives were asked to discuss the upcoming Governor's election with their departments and decide whether or not to endorse a candidate. Tardi noted that while the AFT Council and National are both supporting Corzine, our Local abstained from the vote at the last Council meeting, because we wanted to accurately represent the feelings of our Membership.

Questions and comments from the Membership

A member stated that she supports Corzine because Christie is anti-choice, anti-lesbian and gay rights, and anti-labor, and she cannot see how we can possibly consider supporting Christie. Another member stated that either Christie or Corzine will be governor, and Christie has issues with state employees and is

dangerous to public employee unions and adjunct faculty. A member stated that Corzine stole from him and furloughed him. Tardi said that while Corzine did steal from us, the alternative is someone (Christie), who is anti-labor and whose ultimate goal is to break up labor unions. A member said the third party candidate claims that higher education is a priority and wants to restore the budget for it. The member asked if we can believe that. Tardi said she believes he is telling people what they want to hear, and he has no idea how to implement a plan to fix the NJ budget deficit. Tardi stated that this election is particularly worrisome because we have a candidate who has stated that he will not sit at the table with labor unions. A member cautioned against voting for Daggett and urged members to think about the consequences of “throwing your vote away.” A member stated that the AFT Council has discussed that a vote for Daggett is really a vote for Christie. Tardi stated that the AFL-CIO endorsed Corzine very early on, and that labor did come out in full force at a recent rally because members are frightened about what can happen if Christie is elected. A member stated that one option is to say that we don’t support Corzine and we don’t like Christie, so we don’t endorse anyone. Tardi responded that we need to either endorse and support someone or we should not endorse anyone. A member stated that he is a republican, and he feels that the Republican Party did a great injustice by nominating Christie. The member further stated that Christie is a mean SOB, and we cannot back him under any circumstances. The member said that Christie is after labor unions and he intends to lay off 20,000 State workers. A member stated that sometimes things come down to elemental truths, and that the general level of the debate was not up to par. A member stated that she advocates supporting Corzine because we are a State institution, and Christie is against a woman’s right to choose. She further stated that he is against lesbian and gay marriage and already stated publically, with hand on heart, that he personally agrees that marriage is between a man and woman. The member stated that in addition, Corzine supports preschool education, and that is another issue impacting women.

A motion was made to support John Corzine for Governor by A. Holpp Scala, and seconded by F. Pavese.

A member stated that there are states where it is illegal for public employees to form Unions. A member stated that he disagrees with the constant demonization of candidates. A member asked what the candidates have been doing to win our vote. A member asked what happens if our Local votes to endorse Corzine. Tardi responded that the AFL-CIO has been inundating our Local with brochures that she has not sent out because she does not know where our Local stands.

A vote to support Corzine passed with an overwhelming majority and two abstentions.

c. Labor Resolution

Steve Shalom presented a resolution in support of the Sodexho workers on campus. Shalom and Christine Kelly drew up the resolution. Shalom stated that the Sodexho workers are entering contract negotiations, and they currently earn \$1.80 less per hour than Sodexho workers at Ramapo who do the same work. A member stated that people who are sub-contracted through William Paterson deserve a fair contract. Shalom read the resolution.

A motion to accept the resolution was made by S. Shalom, and seconded by A. Montare.

Discussion: A member stated that she strongly supports the Sodexho workers. She noted that when her department sponsored a Thanksgiving dinner for needy women and children from Paterson, the Sodexho workers who served the dinner were extremely kind and generous. A member questioned if the discrepancy in the pay is accurate. Shalom said he spoke to someone from SEIU (the Sodexho Union), and that person verified the information. A member asked if this is a Sodexho contract or a University contract. Shalom said it is a Sodexho contract. A member commented that Sodexho has pushed down the salaries as far as they can, and it is insulting to be in a situation when a person is not employed by the general employer they are working for, but that employer (William Paterson) is reinforcing the pricing situation. The member stated that this practice sends a message that the workers are not as valuable as the regular employees, and cited a case where Microsoft has been sued for seating contractors next to non-contractors and offering people different deals. Tardi said the important issue here is that Sodexho gets paid a lot of money and these workers are underpaid for the work they do. A member suggested that this resolution be circulated to other unions on campus for approval, and requested that the resolution be modified to include this statement. Tardi told Shalom that if he approved of this, she would distribute the resolution to the other unions on campus. Tardi noted that while Union issues and Faculty Senate issues often crisscross, she has already told Shalom that the Senate would probably not consider the issue. A member commented on safety concerns at the food court at the Valley Road campus. A Member stated that she agrees with the resolution in principal, however, she is uncomfortable with some of the language, specifically with the statistics that are being presented. Shalom commented that if our Union went on strike, we would appreciate the support of the other unions on campus. Tardi noted that the member was questioning if we can check the accuracy of the statistics. Shalom stated that the operative clauses in the resolution are for solidarity, calling on Sodexho to offer their employees fair labor standards. Shalom noted that in resolutions, it is the operative terms that have the clout and the other is background information. Tardi said we agree that we want the people who are working at this institution to have a fair contract. A member suggested that the word "whereas" be removed. Shalom stated that the information in the resolution was given to him by a SEIU staff person who has been working with the Sodexho workers. He did not go and ask to see the pay stubs or do an investigation. He

further stated that this is a level of scrutiny that we would not require of similar resolutions. Tardi stated that it would be very foolish for the SEIU person to provide inaccurate information that could be easily revealed. A member suggested that we address concerns about the accuracy of the information, by removing the word “whereas” and beginning each sentence with “we believe.” Tardi stated that a second option is to vote on the resolution without the paragraph and verify the information before including it in the resolution. A member stated that if William Paterson bids out to Sodexo, then is it really William Paterson who is determining the wages. Shalom responded no, that is not the case, but William Paterson can say that they will not engage in contracts with companies who do not offer fair contracts to their workers. Tardi asked the members who raised objections if the recommendation to eliminate the word “whereas” and begin each sentence with “we believe” was agreeable to them and they responded yes. The question was called.

A motion to approve the amended resolution passed with one opposed, and one abstention.

6. V.P. for Negotiations Update

Guerrieri reported that workshops for sabbatical leave, retention and tenure, promotion and range adjustment, professional staff performance based promotions, and librarian range adjustment are planned. The details will be available soon.

Guerrieri explained that the ART pilot program for 2008-2010 is now at the halfway mark. The Union Leadership is currently working to convert the pilot program to policy and would like input from the Membership regarding any problems or issues with the program. A member asked when the policy will be in place, and noted that ART applications are due in one week. Tardi said she is aware of the approaching deadline and would like to convert the pilot program to policy as soon as possible. Tardi said the Provost’s office is concerned about the reporting process because individuals who applied for ART under the pilot program were required to submit a progress update in their faculty achievement year-end report, and some individuals provided one or two sentences. Tardi said that while the administration is not satisfied with two sentences, her argument is that the administration should have specified the page length. She said the language does not currently specify page length for the interim reports. A member asked if a person who is applying for ART can also sit on the committee. Tardi responded that the pool of people sitting on the committee is very small, and the ART committee is the only Union committee where applicants are allowed to serve on the committee. A member commented that this problem could be solved by saying that anyone who volunteers to be on the committee is automatically awarded ART. Tardi stated that she did not believe that this will be acceptable to the administration, but that she and the negotiator would offer it as an option. Tardi noted that there is a problem with getting people to volunteer to serve on committees. Tardi stated that the administration has argued in the past that they

like to have people who are very active in research to be the ones who review the proposals. Tardi asked if the members are satisfied with the ART decision making process and the awards. A member stated that one person applied for four semesters and was awarded three, and was then accepted into an institute and was awarded another semester later in the year. Tardi stated that faculty members should not “double dip.” Tardi noted that she served as the Union observer the first year of the pilot ART program, and found the process to be thorough and fair.

7. V.P. for Grievances Update

Williams stated that he is in the midst of working on faculty retention issues, and noted that various departments have rules that sometimes conflict with policy. He further stated that he is working to clean up the process and procedural errors. He said many of the problems arise when individuals misinterpret the policies. Tardi said there are no due dates for folders, and this presents a problem in large departments because members are rushing to read the folders.

8. Old Business

Selke stated that the Professional Staff NL study ends in February 2010. She said that several people have dropped out of the study and it is not going very well.

9. Adjournment

A motion to adjourn was made by J. Matthew, and seconded by A. Montare. The meeting adjourned at 1:53 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: November 17, 2009
Location: UC 171
Time: 12:30 pm – 1:45 pm

Present: S. Tardi, C. Williams, G. Guerrieri, J. Pinkston, E. Matthews, S. Selke, F. Pavese, R. Wolk, M. Mwaura, L. Mbogoni, G. Pope, M. Williams, K. Martin, G. Gerardi, K. Martus, K. Smith, D. Joslin, J. Najarian, R. Soto, L. Gazzillo Diaz, D. Koistinen, E. Martinez, S. Betts, D. Fengya, T. Newman, J. Peterman, A. Montare, A. Tesfaye, G. Furst, D. Catarina, D. Hill, A. Holpp Scala, J. Matthew, R. Kearney, C. Simon, E. Goldstein, E. Antoniou, K. Malu, D. Nacin, J. Heavey, S. Rienstra, B. Su, D. Potacco, A. Cheo, J. Hutchinson, N. Kalb, K.H. Kim, R. Grier, R. Cauthen

Items distributed to the Council and General Membership:

- 1) October 20, 2009 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

A motion to accept the agenda was made by S. Rienstra and seconded by A. Montare. Approved unanimously.

3. Approval of Minutes of the October 20, 2009 General Membership and Executive/Local Council Meeting. A motion to accept the minutes was made by A. Montare and seconded by A. Scala. Approved unanimously.

4. Treasurer's Report

Matthews gave the treasurer's report for our Local (unit members may read the details of this report at the Union office in Hunziker Hall, 101). Matthews explained that although the National AFT has implemented a dues increase, the Executive Board voted to pay the increase out of the Union budget rather than pass it on to the Membership. Tardi noted that even though this is a violation of the National AFT Constitution, the Executive Board could not rationalize implementing a dues increase during a prolonged wage freeze. This matter will be reconsidered in September 2010. Matthews also discussed the Oppenheimer account, and made recommendations about funds placement.

5. a. AFT Dues

Postponed until September 2010 depending on salary increase.

b. Aft Investment

D. Potacco made a motion to move funds as recommended by the treasurer. Seconded by K. Martus. Approved unanimously.

c. Botto House: Irwin Nack Honoree

Tardi stated that Irwin Nack is being honored by the Botto House in Haledon, and the Executive Board voted to purchase three tickets to the dinner at a cost of \$100 each. Two members of the Executive Board and Al Montare will attend. The Membership supported this action.

6. President's Report

a. Fiscal Concerns

Tardi stated that the implications of the election of a new governor are unknown at this time. Christie has already contacted the Communication Workers of America (CWA) and stated that he does not want additional layoffs, therefore he would like to reexamine the Memorandum of Agreement (MOA). Tardi stated that this may be "code" for his intention to ask CWA to give up what was agreed upon in the MOA under Corzine. Tardi said she plans to hold the position that Governor Corzine made this agreement and it should be fulfilled, but she realizes it will be a difficult position to maintain. Tardi noted that a State Council meeting will be held on Friday, 11/20 and she hopes to get more information at that time. Tardi further noted that she warned the Membership prior to voting on the MOA that the MOA might not be honored, and if CWA (the largest Union) caves in to the new Governor, AFT will be pressured to follow. Tardi said she will contact the CWA President on our campus to see if more information is available. A member commented that according to the *Bergen Record*, the State budget is worse than expected and we could be facing a budget deficit in excess of \$8 billion.

b. Advisement

Tardi stated there are individuals on campus, including some members of our bargaining unit, who are working on a new advisement model that does not include compensation. Tardi explained that while she is not against examining the advisement process and developing new techniques to make the process run more smoothly, she is very concerned that the direction of the new model does not include compensation for faculty members who participate in advisement. Tardi noted that we have a signed agreement regarding compensation for advisement, and other State Universities would like to model it. Tardi said she addressed this matter with the Chairperson of the Faculty Senate, and also with the Provost. The Provost indicated that he supports the current agreement for advisement. Tardi asked for the Membership's feelings on this matter.

Questions and comments from members

A member stated that people will not do a good job of advising unless they are properly compensated for it. Tardi agreed, stating that she has been a faithful

advisor for 18 years, and if the University develops a model in which there is no compensation, which in her opinion signals that advisement is not important, she will no longer participate in it. She noted that some of the people who are driving the new advisement model do not have advisement responsibilities, so they do not have a full understanding of the process and what is involved. A member stated that the individuals behind this plan for eliminating compensation regarding advisement should do advisement without getting paid. A member stated that the new GE curriculum is going to require more training and additional work, and that advisors deserve to be compensated for their time. A department representative stated that one of her colleagues has 45 advisees and is so overwhelmed that she asked if the Union would consider seeking more compensation for advisement. Tardi asked the Department Representatives to go back and discuss this matter with members of their departments because colleagues need to understand the importance of developmental advisement and how much work it requires, particularly in large departments. Tardi stated that having overworked and underpaid faculty members does not benefit students. She further stated that the individuals driving this new advisement model do not have the right to negotiate on behalf of the Union, and are undermining the work of the Union.

Tardi noted that the Union is here to assist the Membership, and therefore, assists the students. Tardi stated that one recent example of this, was the issue raised by a faculty member regarding insufficient lighting in one of the smart classrooms on campus. The faculty member brought forth the issue to Union leadership requesting advice and assistance. Tardi noted that Union Leadership was able to provide advice and apply pressure to the administration to resolve the problems. As a result, all of the smart classrooms on the main campus will be provided with appropriate lighting by the end of the semester. Faculty members and students benefit from this action.

7. Grievance Update

Williams reported that three faculty members received letters of non-reappointment from the President. Williams stated that he assisted two of the individuals with writing response letters, and both were retained for another year. He also worked with the third person who was also retained. Tardi noted that in terms of reappointments and tenure, the Union's job is to highlight the candidate's strength and contributions. She noted that the Union does not seek to overturn department decisions, however it has an obligation to help protect the candidate's rights, and help them present the best folder possible. A member asked if there were specific reasons why the president changed his mind, or why he was denying them in the first place. Williams responded that the President had various reasons, but the Union Leadership was able to help the members present a broader view of the situation so the President could make a more informed decision.

Williams stated that the Union is involved with two ongoing issues of a very sensitive nature. Union Leadership is working with the President to resolve the

issues. On a side note, Williams mentioned that the Union has a good working relationship with President Speert, and he hopes it will be possible to build a similar relationship with the new president.

6. Negotiations Update

Guerrieri, Tardi, and Williams met with the Administration to review the ART pilot. Issues discussed included the composition of the ART Committee and the length of the reports. The Union recommended that the length of the interim report should be only a few lines and that the final report should be approximately 250 words. Guerrieri noted that while the Administration seemed amiable to the ideas, negotiations are progressing slowly. She will report back on the progress at a future meeting.

Guerrieri reported that she is working to address the compensation for internships. She noted that the Faculty Senate approved guidelines for individuals who are supervising internships, and the Provost approved the guidelines, so she will work on translating the guidelines into policy that will include appropriate compensation for individuals supervising internships. Guerrieri said she will contact the Department Chairs for more information about the current level of compensation that is being offered in each department.

Tardi noted that some members have expressed concern about applying for ART after they submitted only a three line report, but she assured them that the Union observer for the committee will make sure that this not held against them. Tardi reminded the Membership to carefully read the policy prior to submitting a proposal, and to never offer more or less information than what is required.

7. Old Business

Tardi noted that the Campus Safety Committee has taken little action, and she has recommended that sub-committees be formed in order to deal with issues. Tardi stated that new faculty and professional staff members need training in order to understand the students who are being educated at this institution. She noted that there have been many misunderstandings in classrooms that have led to professors requiring assistance from the Union grievance officer. She stressed that better communication is needed so individuals know exactly how to handle certain situations, and students need to be educated about appropriate behavior. Tardi said that while she is not advocating for mandatory training for faculty and staff members who have worked here for years, she does favor an orientation for new faculty and staff members. She asked anyone with suggestions or recommendations about safety concerns to bring them forward.

Questions and comments from members

A member noted that members of the Passaic County Gang Unit visited the Valley Road campus and the first thing they encountered were students sleeping at the front desk. Tardi said she and many individuals have expressed concerns

about safety at Valley Road. She noted that Chief Horvath said that if necessary, the Wayne police will respond to an emergency at the Valley Road campus very quickly. Tardi said more cameras are needed on campus. A member stated that he replied to the bear alert email, and received an automatic reply stating that “you don’t have permission to speak to this person.” Williams noted that since this is an open campus, we have to strike a balance between being open and being secure. A member stated that better lighting would make her feel more secure. A member stated that as a criminologist, she knows that school is one of the most dangerous places, and she feels that it is only a matter time before someone here will be victimized. A member stated that civil liberty issues are also a concern. Guerrieri stated that when a student feels unsafe, he or she can call the campus police and ask to be escorted, and she asked if that service is also available to faculty members. Tardi responded that yes, faculty members can request an escort; however they might have to wait. A member suggested that we invite the campus chief to our next Union meeting and express our concerns. Tardi responded that Chief Horvath and Terry Bogorad have been very cooperative with the Union, and she will invite Chief Horvath to our next meeting. A member asked if the classrooms have intercoms. Tardi responded no. A member stated that there is only one entrance/exit to the classrooms, and questioned what the procedures are if something occurred similar to Virginia Tech. A member stated that a phone should be attached to each classroom wall that has a direct line to the campus operator. Williams stated that rather than spending money to wire telephones, it would be cheaper to buy everyone a cell phone. He further stated that every student and most professors have a cell phone, and we would be much better served by putting funds toward new lighting and other improvements. A member noted that the smart classrooms should already be wired. A member suggested posting emergency numbers in each classroom. A member asked if it is a law to have two exits. Tardi said these are all issues we need to bring forth and take under consideration. She thanked the Membership for their comments.

8. New Business

Ellie Goldstein, Chair of the Membership Committee, announced that she is sending out membership letters, and reminded the Membership that more members translates into more delegate voting strength.

A member asked about the possibility of being present on campus on furlough days to get media attention and to make the statement that our presence is necessary. Tardi stated that we initially thought about that, but one problem is that we are not covered by workman’s compensation on furlough days. She also said that she doesn’t think we’re going to easily change the public’s viewpoint and stressed that there is a need for a year-round campaign that shows what we do. Tardi further stated that a publicity campaign highlighting what we do in higher education needs to be in place all the time, not just in times of crisis. Tardi said the Union is collecting information about work that did not get accomplished due to the furlough. Tardi noted that President Speert informed the Board of Trustees that the furlough would not have a negative impact on the students or the

University and that statement was not accurate. She urged the Membership to forward emails and other information to the Union that demonstrates that the furlough does have a negative impact. A member stated that if we get furloughed again, we should try to organize something when everyone takes the same day. Tardi said one problem with that is that the furlough days require approval of the deans, and they will not approve for everyone to take a day at the same time. Tardi noted that the State is going to have a difficult time at the bargaining table in the future because they have lost our trust. A member stated that while it was unfortunate for students, her department took furlough days during the advisement period, and faculty members put up signs, and changed their voicemail message and automatic email replies to indicate that they were on an unpaid furlough. Tardi said that while faculty and staff members are professional and sensitive to students' needs, it is important to remember that the State is responsible for the negative consequences furlough days have on students and the university. Tardi noted that the SGA academic affairs council is working on language for a position they plan to take regarding the furlough because the students are feeling it. A member commented that State workers are being demonized, and this is very unfair because people do not take into consideration the amount of work that is accomplished by teachers and professors. Tardi said she has discussed this issue at the Council level for three years, and even though the Vice-President of the Council is responsible for mounting a publicity campaign, nothing has materialized. A member stated that she has seen furlough signs throughout the campus, and it makes a statement. She encouraged all members to place signs on their doors when they are away on a furlough day. The member further stated that students are not aware that faculty members have responsibilities other than teaching, and she noted that it is up to each person to educate students about the various types of work that is required of individuals who are part of an academic community. A member asked if Union members are covered by workman's compensation during the summer. Tardi will double-check on this and report back to the Membership.

9. Adjournment

**A motion to adjourn was made by A. Tesfaye, and seconded by G. Pope.
Approved unanimously. The meeting adjourned at 1:40 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: December 15, 2009
Location: UC 171
Time: 12:30 pm – 1:45 pm

Present: S. Tardi, G. Guerrieri, J. Pinkston, E. Matthews, S. Selke, F. Pavese, G. Pope, M. Williams, K. Martin, G. Gerardi, K. Martus, K. Smith, D. Joslin, J. Najarian, S. Wollock, R. Soto, L. Gazzillo Diaz, D. Koistinen, E. Martinez, S. Betts, D. Fengya, T. Newman, K. Louie, J. Peterman, A. Montare, K. McNeal, G. Furst, A. Holpp Scala, J. Matthew, R. Kearney, C. Simon, J. Hutchinson, E. Goldstein, M. Stanford, D. Nacin, K.H. Kim, B. Duffy, A. Cheo, E. Antoniou, L. Refsland, D. Potacco, D. Hill, M. Rosar, N. Kalb, M. Mwaura, R. Cauthen

Items distributed to the Council and General Membership:

- 1) November 17, 2009 General and Executive/Local Council Meeting Minutes

1. Call to Order

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

2. Adoption of the Agenda

A motion to adopt the agenda was made by K. Martus and seconded by S. Wollack. Approved unanimously.

3. Approval of Minutes of the November 17, 2009 General Membership and Executive/Local Council Meeting. A motion to accept the minutes was made by A. Montare and seconded by E. Martinez.

4. President's Report

a. Fiscal Crisis Update

Tardi stated that local newspapers are reporting that Christie is considering decreasing the salaries of State employees by 20%. She further stated that she hopes the new Governor's strategy is to scare us with threats of a 20% salary reduction, so that no one will complain when he rescinds the Memorandum of Agreement (MOA). Tardi noted that the Governor-elect will likely hold the position that Corzine did not accurately assess the State's financial situation, and it will be necessary to rescind the MOA because the funds are not available. Tardi said the Union Leadership is aware of this and is waiting for the "shoe to drop." Tardi said that individuals have been asking her about the possibility of a strike, and she feels that striking is an option to be considered if there is support from a majority of our faculty and professional staff. She asked the department

representatives to discuss this matter with their colleagues, begin organizing strike captains, and report back to Union Leadership.

Comments/questions from members

A member asked for clarification on the MOA, and also asked if the 20% salary reduction would include all State employees. Tardi responded that the 20% figure has been discussed in local newspapers, and would include all State employees. She stated that the Governor-elect met with the Communication Workers of America (CWA), but the CWA leadership has not shared details of the discussion. Tardi noted that CWA is the largest union in the State, and their agreements set the pace for other unions. Tardi said the MOA states that members of our Union should be back on track on the salary guide by the end of our contract, and that means we should receive a 3.5% raise increase in July 2010, and a 3.5% raise increase in January 2011. Tardi asked the department representatives to make it clear to their colleagues that the Union Leadership did not weaken during contract negotiations; there was an article in the contract that allowed the legislature to freeze salaries and impose furlough days. Tardi noted that the legislature has not been supportive of higher education. A member asked if the 3.5% increase is gone. Tardi said yes, the increase we were to get in July 2009 is gone, although we are scheduled to get the additional increases in July 2010 and January 2011. Tardi noted that if the State claims they don't have the funds, the Governor-elect will likely hold the position that he must break the MOA, or layoff State employees. A member stated that newspaper reports have been quoting Christie as saying that there will be cutbacks for higher education for the next two years, and then he will support it. Tardi said that Christie said he will support K-12 and community colleges. She noted that this is the reason our work needs to be highlighted year-round in order to improve our visibility and make the public aware of what the faculty and professional staff provide for our students and our State.

A member commented that in the state of New York, it is illegal for unions to strike, and she asked if we have the legal right to strike. Tardi said it is also illegal for unions to strike in New Jersey, but that unions have always gone on strike and faced penalties for doing so. There is an Article in our State agreement specifying no strike or lockout (Article III). Tardi said it is important for department representatives to discuss the possibility of a strike with their colleagues in order to get an idea of how much support we will have. She does not want to threaten a strike and not have any support. Tardi noted that we are the strongest Local out of the nine State locals because we have the largest number of delegates, respect from the Administration, and support from each of our constituencies. She noted that our Membership needs to be well informed about the implications of striking so we can reach a consensus and make an intelligent decision. A member stated that William Paterson has had three successful strikes over the years. He said it involved faculty members and staff, spouses, children, and students, and recalled one memorable event when a large group marched on Pompton Road as the governor's planes flew over taking pictures. He noted that the strikes were very

brief. Tardi stated that a sufficient number of people must be involved in order for a strike to have a significant impact. In addition, Tardi noted that an additional problem that we confront is that Unionism is on the decline nation-wide. Tardi pointed out that she is talking to the converted in this room, because everyone here supports Unionism, and that's why it's so important for the department representatives to take this matter back to their departments to get a feel for how much support we have.

A member stated that we must be careful about public perception. The member stated that NJEA is making many enemies because they are demanding more pay during a fiscal crisis. Tardi said she agrees, and that the matter is a double-edged sword. She noted that we need to discuss the impact that we make on education and shift the focus off of our pockets. A member commented that in Europe, unions build alliances with many different groups, including students. The member stated that it's important to talk to our students about issues. Tardi stated that people are ignorant about what the Union can and cannot do. Tardi further stated that academic issues often cross over with issues relating to the terms and conditions of employment, and people don't understand that the Union Leadership does not have the right to go into all areas. Tardi said she is considering having a teach-in in the spring to help faculty and professional staff understand the parameters of what Union Leadership can and cannot do. Tardi said that judging by a few negative comments made by people about the Union, she knows they have no clue about the rights and responsibilities of Union Leadership, and they don't understand that all too often, our hands are tied by the legal ramifications of actions under consideration. Tardi said she would like to invite individuals from the State Council, as well as legal experts to come to campus to explain exactly what we can and cannot do. A member stated that she is willing to do whatever she can as an untenured person, and stated that she knows labor historians who might be willing to speak at the teach-in. Tardi stated that she understands the tenure situation, and that the full professors should be first in line because they have nothing to risk. A member asked if strike captains must be tenured. Tardi responded that since strike captains are not in a vulnerable position, it is not an issue. A member stated that a teach-in is a great idea, and it would help if summary sheets from the teach-in could be distributed at departmental meetings. Tardi stated that she hoped that talk of a strike, furloughs, and no salary increases would rally the faculty, but she hasn't gotten the response she was hoping to get. She further stated individuals need to send her examples of the impact of furlough days, so she will have something to take forward to the Administration and the Board of Trustees. Tardi stated that even though faculty members and staff are inundated with teaching, service, and job responsibilities, everyone is being asked to take on more responsibility. Tardi noted her concern about the increasing job responsibilities and service, and the fact that unit members have stepped up to meet these expectations despite the burden of furloughs. Tardi stated that it's time to draw the line and say enough is enough, and to stop sending mixed messages. Tardi further stated that it can't just be from the President of the Union, or from the Union Executive Board; it needs to come

from the members of our unit. She asked the department representatives to have a discussion about Union matters added to the agenda for departmental meetings. A member asked what the responsibilities of a strike captain are. Tardi responded that strike captains are responsible for working with Union Leadership to oversee the strike plans for the particular cohort they are overseeing. Tardi stressed the importance of organization and preparation, and stated that this process needs to start now, before the MOA is rescinded.

b. Board of Trustees Meeting

Tardi stated that the Administration proposed the implementation of a “Distinguished Professor” title for a faculty member in the College of Business. Tardi noted that although this title does exist among the nine sister locals, our Local has held the position that we did not want any fulltime rank beyond full professor, because at our Local, each faculty member has an opportunity to reach full professor based on criteria and policies that are in place. Tardi further noted that our faculty members have preferred to work cooperatively and as equals. Tardi said that in addition to the title, this particular faculty member has gone from a salary of \$107,000 to \$117,000, and then to \$148,000 in the last three years. Tardi stated that this individual became a full professor last year, and is now being recommended for one of the most prestigious titles in academia, “Distinguished Professor.” Tardi emphasized that her actions were not a reflection of the merit of the individual faculty member in question, but reflected fairness and equity concerns. No objective criteria for this title were established and there was no review panel for awarding the title. This was an arbitrary designation being recommended by the Administration for one faculty member. Tardi explained that she went before the Board of Trustees and objected to both the use of the title and the salary. She told the Board that her objections were not about the individual in question. She explained that their intended action was particularly unfair in light of the fact that faculty and professional staff members have been furloughed, are not receiving their master agreement salary increase for July 2009, could possibly face additional furloughs, and might not receive the remainder of the increases promised in the contract. Tardi said the Administration and the Board of Trustees felt that they could not afford to lose this individual, and although she was able to influence that the title be changed from “Distinguished Professor” to the “Seymour Hyman Professorship,” she could not win the battle over the unreasonable salary increase in this fiscal environment.

C. AFT New Jersey

Tardi stated that AFT National is trying to pressure the State Council and Locals into developing an AFT New Jersey. The salaries for the people who are going to run AFT New Jersey will be about \$1 million, and Tardi fears that these people will be more committed to their salary than their responsibilities to the membership. Furthermore, the formation of an AFT New Jersey will involve a significant increase in dues. Tardi spoke out against any increase in dues, noting that our Local Membership has questioned what National and Council does for us relative to the amount of money that we pay them. Council is holding the position

that AFT New Jersey will supposedly be more powerful due to larger membership numbers. Tardi noted that numbers do not necessarily indicate strength. Tardi further stated that the interest groups involved vary greatly; therefore, union in ideology and support is unlikely. Tardi stated the proposed AFT New Jersey will be driven by elementary and secondary education. She further stated that although nurses were considering being a part of AFT New Jersey, they have now decided not to join. Tardi stated that although our Local and other locals are against the formation of AFT New Jersey, the majority of the Union local presidents seem to be supportive of it. Our Leadership and our delegates are insisting on more information specifying the pros and cons of the formation of an AFT New Jersey. The Executive Board and the State delegates of our Local believe that all the locals will lose power while AFT National will gain power. Tardi said one option is to commit to participate in it for one year, with the ability to withdraw from it if the formation of an AFT New Jersey does not meet our needs; however, she noted that if the other locals vote in favor of it, our Local may not have an option.

Questions and comments from members

A member stated that AFT New Jersey was meant to become a “super union” that would include nursing, and elementary and secondary education. The member further stated that Rutgers’s has now joined (but nurses have chosen not to join). Tardi stated that Rutgers’s has different needs and it’s difficult to work cooperatively in a union with people who have different goals and needs. Tardi said it might be a larger group, but it does not improve the power of the union. A member asked if NJEA is joining. Tardi said no. A member stated that two of the strongest arguments are a dues increase and greater strength and coherence. Tardi said AFT New Jersey is willing to waive the initial dues increase, but will implement it at a later date. A member stated that he doesn’t understand what is being proposed and how it would differ from what we currently have. Tardi stated that we are a part of AFT National, but all the units are not under one umbrella. She further stated that if we join AFT New Jersey, we can negotiate the contracts separately. She reiterated that if we join AFT New Jersey, membership numbers will increase. Strength of the union may not simultaneously increase; local autonomy and power may decrease. What will remain the same is the fact that contract negotiations will occur separately. Tardi stated that she will provide updates on the status of AFT New Jersey. A member asked why individual members will not vote on this. Tardi said our Local will fight to bring that to the table. Tardi stated that the State Council’s constitution is silent on some issues which allows the leadership to develop procedures and implement them without going through a constitutional change process. Tardi said she hopes to call for delegate strength and be able to overturn it. She said voting with delegate strength might actually have more favorable results regarding our Local’s position than a vote by the membership. Not all of the Local presidents are that forthcoming with information, therefore if all members are permitted to vote, they may do so in the absence of knowing the pros and cons regarding the issue.

d. Summer and Workman's Compensation

Tardi stated that according to Debra Davis, Council staff representative, Workman's' Compensation coverage in the summer falls into a "gray area." If a unit member is on campus doing preparation for the next semester, they are likely covered. However, according to Ms. Davis, the Council attorney said the decisions about coverage will be made on a case by case basis by examining whether or not the work done in the summer was necessary, and the extent to which it was required to be completed at that time. Guerrieri noted that some people confuse Workman's Compensation with health insurance, and she clarified that everyone is covered 24/7 by health insurance. Tardi stated that Workman's' Compensation is when you are injured on the job and unable to work. A member stated that she was injured on the job and Workman's' Compensation covered her doctor's bills and physical therapy. A member asked if we are covered on the weekend during the regular semester. Tardi said that we were not allowed to take furlough days on the weekend, so the weekends also seem to be a gray area.

5. Professional Staff Officer's Report

Selke reported that the NL Study that some members of the Professional Staff have been participating in ends on February 14, 2010. She also stated that the deadline to submit portfolios to the supervisor for the Professional Staff Performance Based Promotion process is February 1, 2010.

6. Vice President for Grievances Report

Williams was absent due to finals but left a brief written report stating that he has been working on two grievance issues. In one case, a member facing a one semester suspension has asked the Union to negotiate on his or her behalf. In the other case, Williams was able to overturn a dean's recommendation relating to an ART application. Tardi stated that when people are denied ART for the amount of credits they proposed, they are entitled to be told the reason. She said she will follow-up with the Administration on this matter.

7. Vice President for Negotiations Report

Guerrieri reported that the Union Leadership is still in the process of converting the ART pilot program to policy. She is also working on compensation for internship supervision. Tardi noted that the internships vary greatly, and it will be challenging to find something equitable across all the disciplines.

8. Adjunct Faculty report

Pavese reported that adjunct faculty members were basically excluded from the University Core Curriculum (UCC) review panels. Pavese stated that he serves on the G.E. Council and supported the formation of the panels. He further noted that when the Professional Staff members were excluded from voting on the panels, he advocated for their right to vote. However, he said the professional staff members have a codified spot on the review panels, and the adjunct faculty members do not. Tardi stated that she believed ALL faculty members would be considered for the positions, and she is very disappointed that not one adjunct faculty member was placed on the panels. Tardi further stated that there were fairness and equity

issues regarding the process for removing or replacing individuals who were recommended by the Senate Executive Board to serve on the panels. The Senate Representatives voted in the absence of the Senate Leadership providing the credentials of the panel candidates who were under consideration. A member stated that she missed a Senate meeting and at the next Senate meeting misunderstood and thought that adjunct faculty members were not eligible. Tardi said that an administrator pointed out to her that it's interesting that when the Senate votes on academic issues they call for a closed vote, but when there was a discussion about individuals, there was an open vote. A member said she agrees with Tardi that the process was horrendous. She said she is also shocked that the diversity panel included no diversity. Tardi noted that we need to have a strong Faculty Senate at this Institution.

10. Adjournment

A motion to adjourn was made by A. Holpp Scala, and seconded by L. Gazzillo Diaz. It was approved unanimously. The meeting adjourned at 1:50 p.m.

Respectfully submitted,

Jan Pinkston,
Recording Secretary
[Edited:]