

ADOPTED AT 4/13/09 Executive Committee Meeting

American Federation of Teachers
Local 1839- NJCU
Office: Rossey Hall Room 115
201-200-2216

FINAL MINUTES OF
Executive Committee Meeting
Monday, November 24, 2008
3:00 PM; R-115

1. Attendance:
 - a. Joe Moskowitz
 - b. Christine
 - c. Althea Hall
 - d. Rubina Vohra
 - e. Zelda Shuster
 - f. Howard Singer
 - g. Lois Weiner
 - h. Debra Jenks
 - i. Niloofar Mina
 - j. Bill Calathes
 - k. Lily Fulton
 - l. Sarah Harnick
 - m. Ivan Steinberg
 - n. Lynn Baskin
2. **Revision to Agenda:** Howard Singer motions to accept agenda; Gail seconds with addition of new topics shown in items a through d below: Each member was polled as to their opinion as to the particular item to discuss with priority:
 - a. Reconsideration of previous motion to poll Executive Committee.
 - b. Lois: Old Business- reorganization of meetings
 - c. Lois: we should have discussion on how Executive Committee discusses new business – PROPOSE: that each person be limited to 1 minute to identify what they think is important. Ivan seconded it. Discussion: Gayle –we should represent members’ issues; JA – should be via email prior to meeting; Chris; Althea – it takes time and the Executive Committee’s function is to identify priorities.
 - d. **MOTION PASSES:** 9 IN FAVOR; 6 OPPOSED. What Executive committee believes should be a priority:
 - i. Howard: revisions to old constitution
 - ii. WC – would be happy if we had 3 specific accomplishments from meeting
 - iii. Sarah: COEP + mobilization into one
 - iv. Gail: over turn old motion on polling Executive Committee members by Grievance chair
 - v. Zelda: make up of delegates
 - vi. Chris: COPE
 - vii. Althea: COPE
3. Acceptance of November 5, 2008 Executive Committee Minutes pursuant to suggested changes.
4. Priority Items:
 - a. Mobilization Regarding NJ State Budget/Budget Cuts & COPE: combine these two items
 - b. Revision to old constitution
 - c. Reversal of old motion to poll Executive Committee members
5. President’s Report:
 - i. Holiday Party: Agency Fee
 - ii. Course Cancellation Memo to Chairs
 - iii. Professional Staff Promotion Committee
 - iv. Budget Letter from AAP
 - v. Travel Reimbursement
6. Officers’ Reports
 - i. Executive VP: CNJSCL Report
 - ii. Other Officers’ Reports

7. Committee Reports
 - i. Grievance Committee
 - ii. Local Negotiations: Course Cancellations
 - iii. Other Committee Reports
8. Old Business
 - i. Local Constitution
9. New Business
 - i. Access to Voter Records of the May 2008 AFT Local 1839 Elections
 - ii. Propriety of Holding Two Elected Offices within the Local
 - iii. Resolution on Motto: “The Conscience of the University”
 - iv. Local’s Website
 - v. CEED and CNJSCL (GG)
10. Adjournment @ 6:00PM

SUMMARY OF MOTIONS:

- **I.COPE: sub item s** – pg 3
- **II. Revision of Constitution:** - pg. 3
- **IV. Executive committee polling:** - pg. 4
- **V. Travel reimbursement: sub item c** – pg. 4

PRIORITY ITEMS: Mobilization & COPE items merged into one topic

I. COPE:

- a. Gail: went to council meeting on Friday; reported that AFT may not be able to move forward without other unions.
- b. Sarah: AFT very concerned about angering other unions; feels Nick is “very old school”. Difficult to oppose budget that hasn’t been announced.
 - i. WE should emphasize that increasing cost of quality delivering higher education
 - ii. Need to address the public; improve public perception of our value added
 - iii. Need to beware of “ticking off” Nick while we do this
 - iv. We should meet with our legislators to promote our point of view
- c. Niloofar:
 - i. We should have letter writing campaign to present our position to NJ Legislature
 - ii. Adjunct faculty: at negotiations ignored “urgent needs” in favor of pay raises
- d. Joe M: Was in Washington at AFT-Washington meeting met with AFT lobbyist.
 - i. In current stimulus package – would it be possible to require any state that receives funds would not be permitted to reduce negotiated agreements
- e. WC: writing legislators = worthless; meeting with representatives = worthless. We need to bring more information to membership on the very real dangers of how cut backs in our budgets will affect our negotiated pay and benefits.
- f. Lois: we have a “tired” State organization; they are defensive and resistant to new idea. Nick, Steve and others indicate they intend to follow “business as usual”. It’s important that we are not isolated.
 - i. Agrees with petition – but send to Nick Y and State Council.
 - ii. We should include other campuses and get their “buy-in”
 - iii. Call for a campaign for quality higher public higher education
 - iv. Organize a “teach-in”

- v. We should organize to January membership meeting
 - 1. Campaign for quality higher public education
 - 2. Organizing a teach in
 - 3. President of Montclair-Deidre – she want to control every idea in public campaign. We call for an “opening up” of the committee on PUBLIC RELATIONS within State Council to incorporate ideas from all campuses
- g. Sarah: we can’t wait for petition; must act more directly. Agrees that every Council committee needs to be opened up.
- h. Ivan: encourages Lois to join Public Relations Committee. of State council. Parents are not generally interested in public higher education in general – only interested in College which their children attend. Corzine is only floating trial balloons: furlough; 5% budget cuts; pay cuts, etc. Legislator doesn’t yet know what tax revenues will be.
- i. Gail: several pronged approach could be taken; agrees with teach-in; thinks dealing with State Council is waste of time.
- j. Jeanette: should get attention – of State council by indicating that we may use our dues as a weapon
- k. Rubina: complained that Sarah and Ivan did not speak up in the State Council and they did not represent our needs.
- l. Howard: we are a tiny union – we need the AFL-CIO; we had a breakfast for legislators to NJCU
- m. Sarah: recap: a local teach-in; AFT is only recognize bargaining agent for state colleges; best to start locally – don’t need permission.
- n. Lois: not one magic bullet; must energize that State Council and energize their leadership; need to reach out to other leaders; could do online petition campaign. We know that State council supports Kean & Wm. Patterson, need to know they support us. We need to alter political climate in State of NJ.
- o. Niloofar: requests clarification on what actions are best and what actions are not productive
- p. We agree to host a local response – namely a “teach in” in the Spring 2009
 - i. Bill; Sarah; Gail. Bill will call the meeting.
- q. We should have another outreach to legislators: it may include but not be limited to a breakfast: JA; Chris; Howard
- r. Outreach to the State council and other locals: Lois is against outreach to State Council. Ivan – we will make a mistake by pressuring the State of NJ, since we are the highest paid employees. Faculty = average pay of \$86,000; with apx. \$68,000 including professional staff.
- s. **MOTION:** Joe – doesn’t feel he has to support issues that the local agrees with, if he personally disagrees with the issue; supports having multiple initiatives to influence State Council and State of NJ. We should not go around the State Council’s decision.
MOTION PASSES: Opposed: 4; pro = remainder.
- t. Bill Calathes: requested clarification on insurance coverage on civil disobedience

II. Revision of Constitution:

MOTION: call special meeting of Executive committee to discuss changes to constitution; following that meeting(s) there should be special meeting(s) of the membership to discuss results of Executive mtgs.

- a. Joe – we should not submit an overwhelming document to membership; should break into components.
- b. Lois: want to table motion of the changes to constitution; we shouldn’t spend time on this

- c. Sarah: we voted to change Constitution in manageable sections; the present constitution doesn't follow State or National constitution; we are not in compliance – must change it to make it comply. Need to coordinate with Election By-laws committee.
 - d. Niloofar: should change constitution
 - e. Joe: must coordinate with election By-laws committee; believes in unfairness to adjunct faculty which prohibited them from voting if they only teach in Fall semester.
 - f. Various opinions were expressed - pro & con to changing the constitution
 - g. Call the questions: HOLD FRIDAY EXECUTIVE COMMITTEE MEETING: Favor = 9: ayes have it; opposed = 3.
- III. Officer's Reports: distributed in writing by Lynn Baskin (not attached, since not received in digital format)
- a. PEER review committee has a single open position; if more than one person interested, will have an election
- IV. Gail: table the Executive committee motion for Grievance chair to poll; if we require the polling, this constitutes a change in policy and we must therefore get approval of the general membership
- a. ***MOTION:*** Sarah - reverse motion to direct Grievance chair to poll Executive committee members when the Grievance chair and President disagree; seconded Zelda. If this motion stands as originally passed, it must be approved by the membership.
 - b. Bill C prefers to reverse the motion, since it serves the grievant best to maintain privacy. Bill expressed that he believes that the disagreement with President is a quirk. Joe M also expresses same opinion that disagreement will not occur in future.
 - c. Various opinions expressed about merits of polling vs. not polling Executive committee members. Discussion included the position of the grievant. Issues that have broad impact on entire membership; may be best considered by entire Executive committee.
 - d. J.R-A.: may open the door for other chairs to poll the Executive committee members (Charitable contrib.; COPE)
 - e. JM: once in a while situation – will not recur
 - f. ***MOTION:*** YES- VOTE results in rescinding prior polling motion between Grievance chair and President. Motion is NOT RESCINDED; will go to membership. Abstentions: Bill and Jeanette
- V. President's report:
- a. Holiday Party agency fee – any objections. IN FAVOR of \$5.00 fee: 5 for the fee; 5 against the fee.
 - b. Course cancellations: should there be a memo to Administration reiterating the proper procedures to notify the adjunct faculty?
 - i. No – per Niloofar
 - ii. Professional Staff PEER review: already covered
 - c. Travel Reimbursement:
 - i. Executive committee members vote to cut off debate:
 - ii. ***MOTION:*** When President is a faculty member, and comes to campus strictly for Union business, he/she shall be reimbursed at the same rate as other Executive committee members.
 - iii. Joe Moskowitz: informed Executive committee members he received a letter from an agency member who is challenging the right to collect dues @ 85%. Joe indicates that this may be a statewide issue since the letter writer does not specifically mention the local.
 - 1. Rubina: we should separate items in budget related to agency business
 - 2. Zelda - indicates we need to be more careful on how we spend our money; food in refrigerator; number of delegates that go to annual meetings.

3. Ivan – in terms of overall expenses, we pay much less to our Executives than other locals. The source of discontent is that we have a large surplus. We should spend or invest the surplus.

VI. Additional items not on agenda:

- i. We have three or four competing (or different) “official” names for AFT-local 1839. All names have the same tax number, Finance Committee will pursue the clarification of the local’s name with all governmental agencies.
- ii. Local was never been registered with the State of NJ as a not-for-profit organization; Finance committee will register with Sate of NJ.