

Minutes
AFT Local 1839 Election By-Laws Committee (ad hoc)
March 30, 2009
R-115A

1. Meeting was opened at 5:10pm by Dr. Collins, chair.
2. Committee members present:
 - a. Dr. Caulfield
 - b. Prof. Cinotti (initial – by phone [low battery])
 - c. Dr. Collins
 - d. Dr. Hoch
 - e. Dr. Moskowitz (ex-officio)
 - f. Dr. Overton
3. Committee members excused/dual commitment
 - a. Dr. Calathes
 - b. Dr. Weiner
4. Proposed Agenda was discussed and approved.
5. Previously distributed Minutes from the February 23, 2009 meeting were reviewed and approved; motion by Dr. Hoch, seconded by Dr. Caulfield, and then approved. (See attached).
6. The committee continued discussion and collaboration using the Election and Campaign Rules from the DOL Guide (aka Figure 2) as a template.
7. On the eligibility to hold office or vote (Items 3 & 12 on the template – Figure 2), the previous work was revisited and the wording still stands:

For the purposes of voting and holding office, full-time members in good standing are addressed in Article III of the Local Constitution.

For the purposes of voting and holding office, Adjunct faculty members are eligible if either of the following criteria is met:

- a. Currently a full dues paying member (not agency member) and not 60 days in arrears. Dues paying membership requires signature of an *Authorization to Withhold Union Dues* card.

- b. Not currently under contract, but has been a full dues paying member (not agency member) for 60 days, by the conclusion of one academic semester or session, within the past 12 months.

Part of the meeting was spent on the issue of the Local's expenses that may be implied with this broader refinement. Initial figures are that \$30-\$35 would be paid to the state for adjunct members not currently paying dues. The fairness issue is this amount is a percentage (currently .9 %) of the salary for one course. Still not resolved, there is precedent at other New Jersey locals, that adjunct faculty members pay in the semester of the local elections (under contract or not). With over half of the Local's adjunct faculty not paying in the Spring semester this would equate to a subsidy of about \$7,200 (\$30 x 240 unpaid adjunct faculty members). This issue still needs work in a subsequent meeting. Research will include reviewing a previous article on the topic in AFTerthoughts.

8. Item 4 of Figure 2, led to discussion that Article VII of the Local Constitution needs to be revisited and was the impetus of this meeting:
 - a. Article VII. Item 1. No recommended changes.
 - b. Article VII. Item 2. The Elections Committee shall seek and receive nominations and present nominations received to the membership at the **first** scheduled membership meeting of the spring semester.
 - c. Article VII. Item 3. No recommended changes.
 - d. Article VII. Item 4. Balloting shall be conducted by **mailed ballot using a professional organization, such as the American Arbitration Association.**
 - e. Article VII. Item 5. The voting procedure will be determined Elections Committee and presented to the membership for ratification at the **first** scheduled membership meeting of the spring semester.
 - f. Article VII. Item 6. Positions A-G. No recommended changes.
 - g. Article VII. Item 6. Position H. **Constituency Reps and Alternates**
 - h. Article VII. Item 6. Position I. No recommended changes.
 - i. Article VII. Item 6. Position J. Delegates **and Alternates** to the Hudson County Central Labor Council.

Next meeting will resume with Article VII. Item 7. This will require resolution of the "members in good standing" wording to move forward. The committee is making patient and steadfast progress in putting together the Constitutional changes and By-Laws together for passage by the

General membership early in the Fall 2009 semester. The Election Committee would be selected soon after.

9. All agreed the Election By-Law Committee's work will be shared with the members, **prior** to presentation at a General Membership meeting. Toward this end, the third set of approved minutes will be posted on the Local's website.
10. For the next meeting, consensus was to electronically determine the best day and time.
11. Dr. Collins adjourned the meeting at 6:56pm.