

ADOPTED AT 3/30/09 General Membership Meeting
American Federation of Teachers- Local 1839
Office: Rossey Hall Room 115; 201-200-2116
www.aftlocal1839.org

Proposed Minutes for General Membership Meeting
Monday, February 23, 2009 - 3:00 PM; H-202

Attendance (please sign-in)

1. Adoption of Agenda

- a. **MOTION:** Move priority discussion items before action items. **MOTION DEFEATED;**
5 PRO, 7 OPPOSED
- b. **MOTION:** proposal to add 4th item to Priority Action agenda, regarding meetings between
Local 1839 President and NJCU President. **MOTION PASSES.** PRO: 24; NO OPPOSITION.
- c. **MOTION:** Howard Singer proposes we dedicate 40 minutes to action items. **MOTION**
PASSES. PRO =14; OPPOSED = 9

2. Priority/Action Item(s): (30 minutes)

- a. **Compensation for Corresponding Secretary.** **MOTION:** Althea Hall moves that
decision of Executive committee be affirmed regarding payment of compensation to corresponding
secretary.
 - i. **Discussion:**
 - ii. L. Pannaman – does general membership have authority to change items
 - iii. J. De Brizzi: Speak in opposition of motion; there is history of no payment for
Corresponding Secretary
 - iv. S. Kinory: pay for one time only then investigate the need for and legitimacy of payment
 - v. L. Weiner: refers to document of compensation study; indicated compensation study
distributed to Executive Committee; supports payment to Corresponding Secretary
 - vi. J. Ramos-Alexander: requests that we obtain a list of duties for position of corresponding
secretary.
 - vii. N. Mina: speaks in favor of paying corresponding secretary
 - viii. A. Hall: **calling the question. IN FAVOR: 29; OPPOSED = 6.**
 - ix. **MOTION PASSES:** Payment To Corresponding Secretary is approved. Pro: 19; Opposed
= 10; 1 Abstention

- b. Criteria for Silberman Scholarship
 - i. H. Singer: Requests decision from membership on criteria for awarding Silberman scholarship. There are two criteria: GPA & length of essay
 - ii. **MOTION:** Choose: 3.0 or 3.3 GPA and **Choose:** Essay of 3 pages or 4 pages.
APPROVED: Membership approves GPA of 3.3 and essay of 4 pages.
- c. Status of Bifurcation Committee
 - i. J. Moskowitz: will send out an email this week and give one week for any respondents to indicate interest.
- d. Procedures of Local 1839 President meeting with the University President. Discussion of the parameters regarding communications between President of Local 1839 and President of University. The proceedings are chaired by Lynn Baskin. **MOTION:** Joe Moskowitz moves to rescind motion of Executive Committee to regulate the discussions between the Local President and the University President.
 - i. J. De Brizzi: speaks in favor of motion; discussions between Presidents should only be concerned with good will; they do NOT represent negotiations.
 - ii. R. Overton: there are only 2 documents that govern our actions as a local: constitution & Roberts Rules of Order. The appropriate role of Exec committee is merely to advise the President. A constitutional amendment is necessary if this new method of communication is to be adopted.
 - iii. S. Kinory: we should discuss the matter; offers support to President
 - iv. E. Cinotti: Roberts Rules does not provide for a Parliamentarian
 - v. J. Moskowitz: The position of Parliamentarian was presented to and approved by the membership in the fall.
 - vi. D. Farina: the University does not have a strong track record of following procedures; we should not hamper the President of the Local by requiring supervision.
 - vii. A. La Mar: what is motivation for this provision supervised communications between the Local's President and the University's President?
 - viii. L. Weiner: speaks in favor of retaining the supervision and superintending the President's communication with the NJCU President.
 - ix. H. Hoch: we may be stuck on semantic. "Superintend" does not mean supervise.
 - x. G. Gordon: supports notion of sending another membership with the Local's President whenever he or she meets with the University President.

xi. B. Calathes: history of this situation is that he mentioned a provision in our contract whereby the Local President must notify the NJCU President of intention to meet informally.

- IN FAVOR OF CALLING THE QUESTION: PRO 25
- **MOTION TO RESCIND PRIOR EXECUTIVE COMMITTEE DECISION - PASSES** PRO = 22; OPPOSED = 8.

3. Priority Discussion Item(s):

- a. State's fiscal crisis and potential impact on Local's members (approximately 30 minutes)
- i. REPORT by Joe Moskowitz: On Friday, February 20, 2009 Joe Moskowitz had a meeting with Treasurer of NJ and Director of Employee Relations. The following items were mentioned.
- There is a \$ 7 billion State deficit
 - Governor continues to favor a salary freeze for all State workers. This would mean no step increase, and also no cost-of-living/overall salary guide increment of 3.5%.
 - Administration is not offering job security despite salary freeze
 - Proposed a furlough: one day in May and one day in June. Impact of furlough on higher education is unclear. Governor will speak to the issue in March.
 - The state government says promotions will not be affected by this salary freeze. Can still get additional compensation for promotions.
 - March 13, 2009 – CNJSCL will have another meeting (Friday after Governor's speech)
 - J. Moskowitz expressed to CNJSCL Executive Committee that we need to develop an alternative position to the State.
 - Local held Blue Ribbon Day to support our union
- ii. DISCUSSION:
- I. Steinberg: civil servants were lambasted by public last year at various public meetings; we should therefore speak to our representatives
 - L. Weiner: the EC had spirited discussions about how the Local should respond to the State's position. EC discussed 2 action items to support our Local's position
 - ⇒ TEACH-IN: educate public about
 - ⇒ Legislative Breakfast: we should organize these two events and have discussion items
 - J. De Brizzi: we don't have a strategy; CNJSCL does not have a strategy. Proposal: within several days – those who have a strategic plan should articulate their ideas with Local's President. We need to be reflective and coherent.

- Jacqueline: wage freeze – is it indefinite. Joe Moskowitz it would be for 18 months.
 - ⇒ The Governors position is that the money lost is forfeited; the union’s position is that it is merely a deferral.
 - ⇒ Suggests a wage freeze for high salary earners only.
 - S. Kinory: to what extent does the stimulus affect the state deficit. The stimulus provides about \$2.0 B to New Jersey including education – but not necessarily higher education. To what extent can AFT carve itself a different niche from other educational entities within the state? Recommend: is there any reason why TEACH-IN and BREAKFAST can not take place? None per Joe Moskowitz.
 - R. Overton: we are a wealthy state yet the proportion of our spending on higher education is very low versus other states. We are at 48 or 49th in the country.
 - L. Rosado: did Administration receive an increase in salary? Most received 6% retroactive until July.
 - A. LaMar: speaks in favor of TEACH-IN & BREAKFAST
 - S. Kirven: is there an objection to a 30 second PSA.
 - H. Hoch: Question: is the Governor considering the recreation of the department of higher education? See U tube presentation.
 - C. Robinson: refer to J. DeBrizzi’s comments on strategy. At beginning of February NEA delivered a document entitled “A Call to Action”. We need to develop a comprehensive strategy.
 - C. Carmody-Arey: it was a positive activity; there was significant local support on campus for our activities
 - N. Mina: wants to speak to President’s report
- b. Local Negotiations (scheduled for 30 minutes)
- i. J. Moskowitz received memo from Professional Studies Graduate Coordinators to open negotiations to increase compensation for thesis coordinators
 - R. Overton: described a request initiated by Graduate Coordinators since they only receive 0.5 credits – same as for COOP advisor. Suggestion is that the compensation be 1.0 credit per semester.
 - C. Robinson: we have we aligned Graduate Studies coordinator with thesis advisors; suggests that we look at this across the colleges.
 - D. Jenks: asks if should members of thesis committee receive compensation

- **MOTION:** THESIS ADVISORS COMPENSATION should be a topic of local negotiation **MOTION PASSES.**
- Niloofar: requests the following topics be discussed with administration
 - ⇒ Course cancellations and credit limits
- **MOTION:** Extend meeting 10 minutes to 5:12 pm. **MOTION PASSES.**
- **MOTION:** move topics of course cancellations of adjunct faculty and credit limits adjunct faculty can teach per semester to local negotiations. PRO: 14; 3 OPPOSED. **MOTION PASSES.**
- J. Moskowitz: What specifically are we asking for regarding course cancellations and credit limits?
 - ⇒ N. Mina: About course cancellations, we need a procedure for the university's administration to send cancellation letters to the homes of adjunct faculty ONE MONTH before start of semester.

4. **Acceptance of October 27th, 2008 & November 17, 2009 General Membership Meetings – not addressed**

5. **Adjournment MEETING ENDS @ 5:15**