

General Union Meeting  
February 11, 2015  
Minutes

The meeting was called to order at 2:38 pm.

1. Approval of the December 10, 2014 General Union Meeting

A motion was made to approve the minutes of the December GUM. The motion was adopted unanimously.

2. Scholarship Opportunities (Domine)

The information about the BKMUW scholarships has been sent to several listservs. The deadline for submitting applications is March 4, 4:30 pm. Students are required to get two letters of recommendation from union members. Only hard copies of applications are acceptable. The members were asked to circulate the scholarship-related information. These scholarships are need-based, and applicants have to provide a rationale for why they should receive the funding.

There is another scholarship opportunity for the children of union members. The Essex-West Hudson Central Labor Council AFL-CIO offers eighteen \$500 scholarships for one academic year. To be eligible for an award, the applicant's guardian must be a member of a local union affiliated with the Essex-West Hudson Central Labor Council, AFL-CIO. To be eligible for the award, the applicant must be a high school senior and be accepted at an accredited college or accredited post-high school education program. Each applicant must submit a brief written statement explaining his/her eligibility for the award. The deadline for application submission is April 17, 2015.

3. State Issues (Sullivan)

Our contract runs out on June 30. A questionnaire has been sent out to members to determine the issues important to them. In March, the Negotiations Committee has scheduled meetings. It would be good if solidarity between different unions is maintained.

The new Council constitution was passed at last Fridays delegate meeting. The representatives for adjuncts and professional staff will have a vote in the Executive Board. Bill wanted them to have Vice President positions to maintain parity with other representatives. There is an Essex County Democratic party labor breakfast that Bill and Rich would be attending on Friday.

4. Faculty Issues and Faculty Workshop, February 25, 2015 (Gregory)

Personnel action processes are not going as well as we would expect. Awareness of the contract appears to be poor. For instance, it would be preferable if DPAC chairs sought extensions, instead of violating the deadlines. The union has been trying to disseminate the necessary information to the community.

A faculty workshop is scheduled for February 25. Dept chairs have been invited to the workshop help get out the information about personnel procedures. There is

another workshop (the third of the three workshops) scheduled for April 30, 12-2 pm.

#### 5. Professional Staff Issues and PS Luncheon Recap (Hagen)

A well-attended professional staff luncheon took place on December 17. Jennifer gave a talk at the event. A reclassification workshop is scheduled for April 23, 12 pm.

HR has changed the process for reclassification. If anyone is unclear about the new forms, they should contact Jennifer or Kathy. We are in the process of clarifying the new levels of review and new procedures.

#### 6. Librarian Issues (Chow)

The librarians recently revised their personnel committee from five to three, and the definition of quorum. New bylaws are being created to replace procedures in place.

#### 7. Grievance Issues and Settlements (Hughes)

A step-1 hearing is scheduled to take place on Monday about the non-reappointment of a professional staff member.

In an ongoing fitness-for-duty case, a person was told not to come back to work until she had seen a doctor. We are protecting her rights. It is important to note that this case has wide implications both locally and Council wide.

We got a favorable ruling in a detenuing action from an administrative law judge. At that point we did not know what the Board of Trustees would do, but we have secured a settlement agreement from the administration. The bottom line is that this professor did not lose his job. Bill commended Rich for pursuing the case aggressively. The union spent approximately \$80,000 in this case. The union would apply to the National-AFT Legal Defense fund for reimbursement of expenses.

#### 8. NAL Representative Report (Benfield)

The Senate is organizing an information gathering session, from 10-1 pm, on Fri. The purpose is to get feedback on the proposed revisions to the Senate constitution. Several officers commented about the problems with the Senate's information dissemination. The Senate website is not updated, and information is often sent out at the last minute.

Ken said that the union's position is for continuing with the NAL position. If others want representation on the Senate, they should make their case. Rich said that the position of NAL representative is in accordance with the 1995 constitution. A motion would, therefore, be needed to get rid of the position. It is in everyone's best interest if the Senate dealt with the governance issues.

#### 9. Negotiations Update

##### a. Faculty/Librarians (Brook)

Of the twenty-five faculty who applied for sabbaticals, twenty-three were successful. The Provost reversed the positive decision of the committee in only one case. The Sabbatical Leave Committee did a good job.

The IS/CS saga continues. We are trying to get a date from Jerry Cutler to avoid a grievance and clarify certain procedures. There is a lot of misinformation on this issue. We are of the view that these procedures should be specified at the state level. We are trying to get the negotiations started. We have thirteen people on our team and logistics of scheduling meetings have become difficult.

At least one college has created a list of journals to which one should publish. A question is: How did this list get created?

A college has put in place a cap on the number of online/hybrid courses taught by a faculty member in a semester. We have to look practices on other campuses. Rich said a new administrator is being hired to oversee the online courses.

#### b. Professional Staff (Higgins)

Our team is ready for the negotiations. Each Local gets three members on the statewide team. Jennifer and Bill are on the Council's negotiating team, so our Local would have five members altogether.

#### 10. Treasurer's Report (Heller)

The university has lately done a good job of transmitting our dues to us. We are in good shape relative to the budget presented to the Executive Board. In April I would give an account of where we are. There have been no extraordinary expenses this year. The vast majority of our expenses are dues, which comprise a fixed cost per member. Food expenses, a variable cost, have gone up by about thirty percent since Chartwells took over from Sodexo.

#### 11. Outreach Committee and Pizza Party, January 13, 2015 Recap (Sperling)

The January Pizza Party was a success. It was better attended than last year's party, probably because of the date. Members were also asked to send student workers to the party and we will do the same next year. We have a trip coming up to the Mt. Pleasant Animal Shelter. Among the activities being planned are: a book drive, volunteering for Habitat for Humanity and a visit to the Community Food Bank.

#### 12. Upcoming Conference—AFT National, AFT-NJ and N.J. State AFL-CIO

Rich and Mike would be attending the National Higher Education Conference in Orlando in March. Rich would be presenting on teacher education issues. Jennifer is the keynote speaker at the AFL-CIO WILD conference. Jennifer, Susan and Rich would attend the AFT-NJ legislative conference. Ken and Rich would go to the National AFT Collective Bargaining Conference.

#### 13. President's Report (Wolfson)

Rich has put out a notice about the next BOT meeting. The weather issue has not been dealt with appropriately by the administration. Students wishing to voice their opinions on this issue should send them to Keith Baracka who would forward them to the BOT. The Campus Safety Subcommittee is the appropriate forum for safety and security issues. The union has two reps on this committee.

The meeting was adjourned at 3:38 pm