

MSUFT Local 1904
General Union Meeting held on April 6, 2011
Location: Student Center, Room 419

Meeting called to order by President Rich Wolfson at 2:41 pm.

The minutes for the March 9, 2011 General Union Meeting were reviewed by the membership. A motion to approve the minutes was presented and seconded. All present were in favor of approving minutes as written.

Scholarship Committee – J. Higgins reported that five recipients were selected for the Local's scholarship. Four will receive the BKMUW Scholarship and one will receive the Ellen Kerns Nunn Scholarship. The students have been notified of their award and have been invited to attend the May 4 General Union Meeting. Those who did not receive scholarship are being notified via letter and are being encouraged to reapply next year.

Time was taken out of the meeting to take pictures for the We Are One T-shirt Day.

Online Learning/Intellectual Property:

R. Wolfson reported on the CEHS meeting at which Dr. Cole was present. At this meeting B. Sullivan asked who owns the intellectual property rights to material developed for online courses and programs. Previously, Provost Gingerich stated at a University Senate meeting that the administration was working on some kind of compensation. Dr. Cole at the CEHS meeting answered B. Sullivan's question by stating the University owned everything. R. Wolfson stated that he would be sending out a note to membership about this matter.

The Statewide Agreement, Article XXXIII Section A.1.B was reviewed with those present.

AFT Higher Education Conference: R. Wolfson reported that seven officers went and it was a good use of time.

L. Ambrose announced the launching of the Local's own Facebook page. She encouraged people to like it, have their friends, family and students like it. She shared that the link is:

<http://www.facebook.com/aftlocal1904>

Officer Reports:

External Vice President: Bill Sullivan discussed the following matters: He announced that the first statewide negotiation meeting with the State will be held on May 16th.

B. Sullivan reviewed the attack on healthcare benefits and reviewed what we currently pay, which is 1.5% of gross salary. He then reviewed costs under the State's proposal, which would require public employees would pay 30% of the total premium costs. He then reviewed the proposal that the Communication Workers of America (CWA) have put on the table.

Members were encouraged to contact their state legislators to get them to sign onto a pledge to negotiate and not legislate health care benefits.

The changes at PERC were also reviewed.

President: R. Wolfson discussed the following:

R. Wolfson announced that the CNJSCL signed on and supported CWA healthcare plan.

Internal Vice President: Jennifer Higgins discussed the following:

J. Higgins reminded Professional Staff when experiences issues related to the non-limited designation to keep logs and schedules of the extra time they spend at work.

She stated that a grievance on reappointment process related to multiyear appointment had been filed and that another one may be filed shortly.

J. Higgins reported that the Sabbatical Leave Grievance Step One hearing has happened and that we are in the middle of the 20 day period in which hearing officer, who is Judy Hain, to make her decision.

R. Wolfson reminded the membership that we don't move on personnel matters without member's permission and stated that members should not be afraid to come to the Union for assistance. He reminded the members that we do provide consultative services to members on a confidential basis.

Negotiations: K. Brook reported on the following:

The Local is closing out this round of local negotiations which will be completed on June 30, 2011. Then a ratification process will happen for items that have been tentatively agreed to. Issues not finished in this round will be pursued in next round of negotiations.

The negotiations team is finishing up Library Range Changes and Procedures for Reappointment, Tenure and Promotion.

Additional items to be negotiated before June 30, 2011 include procedures for on-load time for doctoral faculty.

K. Brook stated that there were also a number of consultative issues that the negotiations team was discussing with the administration. He reported that regarding the Career Development Program the Administration won't give us a counter proposal because it will be probably taken up at statewide table. However, they are trying to address interpretative issues. The negotiations team is developing a response to the Faculty Roles and Awards document.

Lastly, the negotiations team is reviewing statistical data received from Administration about reappointment, tenure, promotion, and reclassification and performance based promotions for professional staff.

K. Brook also discussed that the Administration is insisting that departments hold more courses on Fridays. Faculty members are concerned that courses scheduled on Fridays will be cancelled due to low enrollment and worried that the administration won't be forgiving on minimum enrollments.

Professional Staff Coordinator: Lisa Ambrose addressed the following:

Regarding the University Professional Staff Review Board (UPSRB) – The Union asked the University to constitute the Board and University is not pleased with this request. The negotiations team made a decision to make this request for a number of reasons which were discussed with the membership.

L. Ambrose shared that the negotiations team discussed the use of vacation time when University closes because of weather. The Union discussed disparity of late openings and charging people for whole day when a vacation day was scheduled, but when those that worked only worked five hours.

L. Ambrose and the negotiations team will be discussing issues related to reclassification of professional staff. Apparently there are three open reclassifications from 2 years ago and one from one year ago still pending. The negotiations team will ask the University to explain why when decision is supposed to be given in 90 days from the submission of the application.

Librarians Report: Mei Ling Chow reported that interviews for the Access Services Department Librarian position will start tomorrow. It is expected that interviews will be completed within two weeks.

Treasurer: Bill Vincenti shared his printed report with the membership. He stated that there have been problems with check off check for the fourth time. The Local and Human Resources will be having a meeting to sort the problem out.

Old Business

B. Sullivan discussed the State Assembly Budget Committee Hearing and the fact that the Local played host to other labor representatives during the hearing. He noted that R. Wolfson did a great job giving his testimony. K. Brook also mentioned Rebecca Goldstein's testimony and that it was excellent as well.

New Business

R. Wolfson stated that the University will be holding Tuition Hearings at on Thursday, April 14th at 5 p.m. and Board of Trustees meeting will be held on the same day at 5:30 p.m. He encouraged members to make public comments on tuition costs at Montclair State.

The meeting adjourned at 3:57 pm