



AFT Local 1904  
General Union Meeting  
December 14, 2011  
Student Center Room 419

The meeting was called to order at 2:38 p.m.

### **1. Approval of the minutes**

Motion to approve minutes. Approved as read.

### **2. Statewide Negotiations Update**

L. Ambrose, J. Higgins, R. Wolfson, B. Sullivan and K. Brook are the AFT Local 1904 representatives who attend negotiations.

R. Wolfson stated that there has not been one substantive meeting with State on any proposal. It seems like they want to finalize CWA, IPTE, and IBEW, the three largest labor Unions first. Also, it seems Governor Christie is more concerned on the fiscal aspects of the contract and not items such as Sabbaticals and Career Development or work related rules for Professional Staff.

L. Ambrose updated the general membership as to Professional Staff matters. The State gave us two counter proposals to our Out of Title Work and Performance Based Promotions proposals. We rejected their counter proposals. The negotiating team proposed adding a Peer Review process to the Performance Based Promotions; they did not accept our proposals.

There was general discussion with the Membership about President Cole receiving a bonus in the next couple of weeks vs. no unit members receiving increments.

There was a discussion with the membership as to the current political landscape in New Jersey.

Questions were taken from the general membership re: negotiations.

### **3. Discussion of Strategies for Fostering the Conclusion of State-Wide Negotiations.**

Discussed the need for more membership presence. The administration is keeping an eye on what the Local is doing. In order for our efforts to be successful we need membership support. Examples of how President Cole has not demonstrated that it is not in our best interest to negotiate directly with her as she has stated often were discussed.

The floor was opened to the general membership so that they could share their ideas.

Various ideas discussed included:

- Continue holding solidarity walks on Wednesday and encourage membership to wear AFT buttons and wearing blue.
- Giving out “AFT helps students like me” stickers to students

- Get press coverage and NJN news. Really stressing reaching out on a local basis. Clifton, Montclair, etc. as well as *Star Ledger*, etc.
- Send entire Unit (Members and Agency) a letter similar to the one Human Resources sends showing Unit how much their personal fiscal will lose will be (i.e. salary and medical)
- Holding Orientations for New Hires
- Connect that Fair Labor Standards in turn create a quality University. This helps in recruiting and keeping talented Faculty, Professional Staff and Librarians.

#### **4. Officer Reports**

Professional Staff Coordinator, Lisa Ambrose:

Professional Staff Luncheon was a success with over 100 attendees. Thank you to all Professional Staff who attended. Also, thanks to Alan Akins, our Student Intern, and Linda Turano, our Office Manager, for assisting in coordinating event.

Performance Based Promotion - Currently the Administration proudly reports that 33% of all Performance Based Promotions are accepted - that is because only 3 people applied and 1 was accepted. Professional Staff need to advocate for themselves. All submissions for Performance Based Promotions are due on January 20.

Multi-year Reappointments - There is concern that there is a decline in multi-year reappointments. These are time sensitive matters and Professional Staff are encouraged to contact the Local immediately should they feel they are not having a proper review.

Secretary, Betsy Montanez:

Reported that Chase Bank is providing full-members with special mortgage rates. More information is available at the Local's Office.

Treasurer, Bill Vincenti:

Distributed Financials to the General Membership.

Reviewing banks in order to choose an ethical bank that will also provide us with the best services, flexibility and interest rate.

Librarian Coordinator, Meiling Chow:

The Librarians hosted a luncheon. K. Brook and J. Higgins attended.

Internal AVP Personal, Kathleen Hughes:

There are currently 18 active cases on a variety of issues such as reappointment, holiday break, etc.

AVP Hughes cautioned the General membership to be aware of the dates on the Administrative Calendar. Specifically due dates and response dates to matters such as reappointment and growth promotions.

Internal Vice President, Jennifer Higgins:

IVP Higgins encouraged the General Membership to notify their students of the Local's Scholarship. The information is available on the website and Center for Student Involvement will distribute it to all students through their mailing list.

Negotiations Coordinator, Ken Brook:

Range Change for Librarians: 1-2 issues are still being discussed.

Online Course Work: No movement on this issue. The administration has not responded to our proposal nor have they proposed any dates for continued negotiations.

External Vice President, Bill Sullivan:

Reminded the general membership that a scholarship is available to high school seniors who are college bound and children of our members through the Essex West-Hudson Labor Council. Information will be posted on the Local's website.

Meeting adjourned 4:00 p.m.