



MSUFT Local 1904

General Union Meeting held on September 14, 2011

Location: Student Center, Room 419

Meeting called to order by President R. Wolfson at 2:40 pm.

1. **Approval of the minutes:** The May 4, 2011 General Union Meeting minutes were approved as read.
2. **Update on November's Statewide Negotiations,** B. Sullivan, External Vice President, reported the following:
 - Recapped Governor C. Christie's campaign against public employees over the summer.
 - 5% of our membership participated in summer events which were aimed against Gov. Christie's Health Care Legislation.
 - AFL-CIO is not endorsing any person (Republican nor Democrat) who voted in favor of the Health Care Legislation.
 - Discussed the AFL-CIO Saturday Labor walks which are initiatives to support our labor supporters such Assemblyman Thomas Giblin (D) and Assemblywoman Linda Greenstein (D). Shared how the membership can become active participants and distributed information on how and where to participate.
 - Discussed the Committee on Public Education ("COPE") fund, how the funds are used and the importance in raising COPE funds. Two members volunteered to serve on the COPE Fund.
3. **Update on Statewide Negotiations,** K. Brooks, Negotiations Coordinator reported the following:
 - Currently the negotiations team and the administration have met three times. The sessions consist of presenting each side's demands and the opposition questions and ask for justification of the demands presented. As the momentum is picking, negotiations are expected to begin shifting from an investigatory phase into more of an argumentative "this for that" phase.
 - The Council will be distributing a Newsletter providing an updated summary of the negotiations which will include a list of the States demands.

- Described the difference between the administrations monetary and non-monetary demands.
- The Administration has demanded a four year contract versus the traditional three year contracts.
- Monetary demands include 0% increase over the life of the contract, 1 increment over 4yrs some, may get 2 increments depending on what step they are on in the current salary guide, and the elimination of the salary guide. The Union has not agreed to any of these demands.
- New to the negotiations table this year is a representative from Governor Christie's Office. His main focus is on time off such as holidays and monetary negotiations. He is not specifically interested in sabbaticals, etc.
- A member brought up the continuation clause which was part of the Local's last contract and requested that this aspect be included in the new contract. Historically, the local has received wage increments during negotiations however the Administration has claimed economic hardship and the Union is challenging this claim.
- Public Employment Relations Commission ("PERC") was also discussed and reviewed.

4. Officer Reports:

Internal Vice President, J. Higgins:

- Discussed the importance of reaching out to our students and making our local more visible. Educating our students that Faculty, Librarians and Professional Staff are in a Union.
- Some other initiatives discussed: Solidarity walks, manning a table at Homecoming
- Reviewed the college presidents' non-economic demands and what they mean for members.
- Questions and suggestions from the membership were taken.

Grievance, K. Hughes:

- Reviewed the different grievances that affected PS and Faculty this summer.
- Tuition waiver questions have been raised such as courses within an approved curriculum not being approved because the course work does not directly relate to the employee's job.
- Faculty Scholarship Program: a concern was brought to the Grievance committee and the matter is being reviewed.
- Issues concerning Compensatory time and scheduling coverage for the new extended office hours came up and were reported by one campus office.
- Sabbatical Leave issue has an arbitration hearing this October.
- A Grievance committee has been created.

Secretary/Membership, B. Montanez:

- Reminded the membership that the minutes must be approved at the following meeting before being posted on our website.
- Welcomed first time attendees and encouraged members to invite colleagues to the General Union Meeting.
- Discussed implementing a Steward program among the different campus departments.

Negotiations Coordinator, K. Brook:

- Parking spaces- currently it seems we have sufficient parking but are concerned as to what will happen when Lots T1 and Lot 27 are no longer available. The Local is requesting that 500 parking spaces be allotted for Faculty and Staff.
- Winter and Holiday Closures- The Winter Closing and day after Thanksgiving closures are currently being negotiated.
- Range change issues for Librarians- another 1 or 2 sessions and an agreement should be reached.
- Fee for service for the development of online courses: this matter is a concern of Intellectual Property. A team of experts are being assembled to take on this complicated task.
- Doctoral Status: 77 faculty members applied, 44 were approved at the Deans level. Provost Gingerich then made additional adjustments and reduced the number of appointees from the original 44.
- Coordination of Academic Advisement: contractually every department is entitled to a coordinator of Academic Advisement. Discussions as to the coordinator receiving unload time are taking place. Many departments are unaware that this contract language exists.

Professional Staff Coordinator, L. Ambrose:

- Last month the PS held a meeting to discuss the extended office hours that were announced by the provost's office by means of a campus wide email to staff and students.
- A summary of the Administration's proposals specific to professional staff was discussed.
- Save the Date: December 1, 2011 in Ballroom A is the PS Holiday Luncheon.

Treasurer, W. Vincenti:

- A snapshot of the Local's budget worksheet was distributed.
- Reported that the treasury is fiscally sound.
- The Audit committee is meeting next week and conducting a routine audit of the Local's accounts.

Meeting adjourned at 4:02pm