



President's Report

Nicholas C. Yovnello

New Jersey State Budget

It's readily apparent that New Jersey legislators are not happy with the administrations of our public higher education institutions after they reviewed the State Committee on Investigation (SCI) report that was issued earlier this year. In fact, the legislature's displeasure was evident when the representative college/university presidents appeared before the Assembly Budget Committee on April 24 to seek additional funding to offset the Governor's proposed budget cuts. Instead of a polite exchange to which they are probably accustomed, they were instead grilled by Assemblyman Joe Cryan over several disturbing aspects of the SCI report. He also lambasted them for the abysmally low graduation rates at our public institutions.

Rather than seeking additional funding for more building projects, which will only add to the debt service students must pay in the form of tuition and fees, the presidents must first work to secure adequate funds to maintain buildings that currently exist and properly staff the instructional and academic support programs their institutions currently offer. Providing adequate instructional resources in terms of full-time faculty lines and support staff for instruction should be a primary consideration if they want to receive more funding. The presidents also should seriously address the abuses and fiscal accountability problems cited in the SCI report. Cutting part-time faculty (as one institution is resorting to as its solution to funding cuts) is not at all a solution to the public higher education funding dilemma



— especially when taking into account the reportedly low graduation and retention rates. I am also certain that management bloat exists in some form or another at all of our institutions. Eliminating wasteful expenditures on unnecessary managers would go a long way to providing much needed instructional and research funding. It seems that as far as the legislature and the public are concerned, the university and college presidents must take a hard look at the areas cited in the SCI report and actually implement some real changes, as well as eliminating management "bloat", before they can hope to restore credibility to NJ's public higher education system.

Throw out the baby with the bath water

NJ's over reactive simplistic approach to budget problems is to contemplate and even sometimes implement broad sweeping corrective measures that often negatively impact the very individuals or institutions meant to be helped. Lately, I have heard a number of politicians speak about and have read several newspaper editorials calling for the elimination of pensions for NJ's part-time public employees. The average part-timer — including adjunct faculty, part-time faculty and professional staff— in NJ's institutions of public higher education make less than \$20,000 a year. In a few cases, adjunct faculty may average up to \$30,000 a year if they work at one or more institutions. The true part-time workers, as opposed to attorneys and politicians who are abusing the system, are vital to the State agencies in which they work. Adjunct and part-time faculty are key to the academic integrity of our institutions in that they are highly educated, skilled professionals who provide needed staffing coverage or special areas of academic expertise. They have a long history of dedicated service to their institutions and they deserve to keep their earned pensions and their right to purchase health benefits.

Health benefits in particular are extremely important. These are the same benefits all workers in both the public and private sector seek. If the State does not continue to provide health benefits, the public will ultimately pay because these underpaid servants of the state will qualify for Medicaid, hospital charity care, temporary aid to needy families and other welfare programs.

The State should get a grip on reality—the problem should be dealt with head on by targeting the real culprits in this scenario — double dipping political office holders and professional services contractors for municipal, county and state government services. The State should not be looking

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Ramapo Professional Staff and Librarians Negotiate No Limit - Compensatory Time Agreement

During last summer's contract negotiations, compensatory time for NL (No Limit) employees was a particularly thorny issue for both sides of the table. The Union argued passionately for including in the master agreement language for compensatory time for all NL employees. However, the State dug in its heels and refused to concede the point that abuses of NL even exist. After a grueling bargaining session that lasted well into the middle of the night, the State agreed to a fact-finding procedure that resulted in Letter of Agreement XVIII — Fact-Finding Analysis For Exempt Professional Staff. This was a minor victory considering the State's entrenched belief that there are no NL abuses at our colleges and universities.

The fact-finding process was intended to apply to the three institutions that did not yet have existing NL-Comp Time agreements. At the time, they were Ramapo, The College of New Jersey and William Paterson. The language also

contained an opt-out clause for institutions and locals that wanted to by-pass Letter of Agreement XVIII and get to the business of negotiating their own comp time agreements.

Shortly after the contract was ratified, Ramapo's local and the College administration opted out and we are happy to report that the Local successfully negotiated an NL Comp time agreement that includes librarians. This is an excellent achievement—congratulations to Local 2274 negotiators Elaine Risch (Librarian) and Edward Eloi (Professional Staff), both of whom worked hard to get this done. As of this writing, the Council just learned that William Paterson's local negotiations on NL broke down. Rather than working directly with the Union as he's done in the past, University President Speert has ceded his decision making authority to his "cabinet", which apparently does not want to provide equitable comp-time for Paterson's dedicated professional staff. One down, two to go. — • —

Member Delegates Appointed to New Jersey Nursing Initiative

There is a critical nursing shortage not only in New Jersey but also nationwide, due in most part to the shortfall in available nursing school slots in the country's accredited nursing schools. Legislatures from financially solvent states such as Maryland have addressed the nursing crisis by dedicating millions of dollars to support nursing education. In New Jersey, our public colleges and universities lack available nursing education major slots and nursing faculty for one reason: our institutions are chronically underfunded, this calls into question the priorities of our institutions' administrators.

We live in a state known for its large pharmaceutical industry and many high-profile medical facilities and yet we lag far behind when it comes to producing skilled nurses who stay in New Jersey after graduation. The Robert Wood Johnson Foundation (RWJF) has recognized the problem

and has taken the bold move of establishing the New Jersey Nursing Initiative (NJNI) to address the current and future nursing shortage in our State.

The NJNI is funded by grants distributed through the NJ State Chamber of Commerce. In addition to the various constituents who have vested interests in promoting nursing education, the group includes union representatives from NJ AFT affiliates Health Professionals and Allied Employees (HPAE), the New Jersey State Federation of Teachers (NJS-FT) and the Council.

Council member delegates to the NJNI are: Jody K. Williams, Ed.D., RN (FT Faculty) from Ramapo College of NJ; Minnie Campbell, PhD (FT Faculty) and Connie Sobon Sensor, MSN, PhD(c), CCRN, CTN (Adjunct Faculty) both of whom are from Kean University. Mark Heter, Council Staff Representative has been assigned as Council staff liaison.

President's Report

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at any part-time bargaining unit members, neither AFT, CWA nor IFPTE, as the cause of burgeoning pension debt.

Which Leads Me To COPE

The budget battle requires your help. Yes, I am making the same request I have made time and again. The Union needs your involvement in and your payroll deductions to COPE (Committee on Political Education). The Council is working with civic groups such as Citizen Action for the restoration of funds to the operating budgets of the institutions, the Stars Program, etc. We are maintaining a lobbying effort in Trenton during budget hearings and will be there when the budget comes up for a vote in June. Our lobbyist Peter

Guzzo of NTPP will be working the corridors of the State House along with NJ AFL-CIO's lobbyists.

We will work with any group that shares our common goals. Oddly, the presidents of our institutions have not asked to work with us or for us to work with them despite the fact that I made a very public offer to do so when I testified before the Assembly Higher Education Committee and when I reached out to their attorney from the NJ President's Council.

Please contact your local's COPE officer to volunteer your services and please complete a payroll deduction card for COPE. It does not matter where you live— NJ, PA, NY— and you do not have to be a member, although we encourage you to join the Union. What matters most is your personal involvement in and your financial contribution to the Union's efforts to safeguard the future of higher education in New Jersey. — • —

PAID FAMILY LEAVE PASSES LEGISLATURE AWAITS GOVERNOR'S SIGNATURE

At long last Paid Family Leave legislation has passed the State Legislature. A campaign that began over 5 years ago has resulted in NJ becoming the second state (after California) to provide paid leave to employees caring for new-born or newly adopted children or caring for sick relatives. Governor Corzine, who is expected to sign the bill into law any day now, called the bill's passage "a victory for the working families in New Jersey and all those that believe that earning a living and caring for a loved one should not be an either-or decision."

What this means is that for the first time employees won't have to choose between working, quitting or taking unpaid leave when faced with critical family obligations. Many employees barely receive enough vacation time or sick leave already. If they chose to work, they would have to hire a caregiver or impose on a relative. If they quit or took unpaid leave they would face dire economic hardship. This legislation changes all that.

Paid Family Leave is an insurance plan. It builds on the existing Temporary Disability Insurance program to extend up to 6 weeks leave to caregivers as described above. Employees who qualify for this benefit will receive exactly what employees on disability currently receive— two-thirds of their regular pay, up to a maximum of \$524 per week. This is not a full salary replacement by any means, but a financial cushion. All full-time employees are covered. Financing for this entire program comes from a \$.75 per week increase in the employee's payroll con-

tribution to the State temporary disability fund.

The bills were sponsored by Assemblyman Nelson Albano (D-1) and Senator Stephen Sweeney (D-3). It is no accident that they are both union officials and ran for office as "labor candidates" endorsed and assisted by the NJ AFL-CIO. The NJ AFL-CIO along with other grass roots organizations including the Time to Share Coalition and NJ Citizen Action were in the forefront of the campaign for Paid Family Leave. The Council is a member of all three organizations and Jon Erickson, Council Vice President, did us credit as our representative.

The only employees who do not directly benefit from Paid Family Leave are part-time employees, which include our adjunct population. However if their spouses, civil union or domestic partners are full-time employees, Paid Family Leave is at their disposal.

Opposition to this bill was intense. The business interests claimed that small employers would be ruined by having to hire temporary replacements for employees taking six weeks of paid family leave. They ignored that most employees will not need to or cannot afford to take the full six weeks and that employers could easily deal with absences of shorter durations by re-distributing the work, just as they do now when employees are out on disability, workmen's compensation, sick or on vacation etc. They also ignored that pregnant women would be most likely to take the full six weeks, and in those instances, the employee must at least 30 days notice which would provide am-

ple time for the employer to re-assign that person's work. Furthermore, the bill does not even require businesses that employ fewer than 50 employees to reinstate employees who take this leave. Small business could actually benefit from this bill as it would enable their employees to receive a benefit through the government that larger employers may already provide as an employee benefit. And employees who take advantage of Paid Family Leave are more likely to be loyal and productive.

The non-partisan Office of Legislative Services estimates that about 1% of eligible employees would use paid family leave in a given year, mainly to care for new born or newly adopted children. This would be consistent with the California experience, which has not resulted in any serious problems for employers.

The bottom line is that any inconvenience faced by an employer will be far outweighed by the benefit provided to employees who would no longer have to choose between their jobs and their families. In an economy where employees are increasingly vulnerable to low wages, long hours and eroding (or no) health and pension benefits, this legislation proves that government has a positive role to play in strengthening economic security for working people.

The Council thanks all of its leaders and members who answered the call to contact their legislators in support of this landmark legislation.

Give yourself a hand.

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We can't say it often enough — Get Involved!

With an ever shrinking State budget, it is essential that we increase our involvement in New Jersey's political arena. We have to bolster our ability to influence the future of higher education in our State, but we need your help to do it. Please consider becoming a COPE (Committee on Political Education) contributor.

Please call the Council office or contact your local to request a COPE check-off authorization card NOW! If you have questions about COPE, call Bennett Muraskin, the Council's staff representative on legislative issues or Amy Giovanetti, AFT NJ – State Affiliate Political Organizer/COPE at (908) 964-8476.

At Our Service

Kevin McGovern of Mets, Schiro & McGovern

The Council is fortunate in having at its disposal the legal services of Kevin McGovern, partner in the law firm of Mets, Schiro & McGovern, located in Woodbridge, New Jersey. Below is the profile of this exceptionally able legal professional who has and will continue to contribute so much to the achievement of our objectives.

Kevin is a New Jersey native who has a background in communications — as an undergraduate, he spent four years on the student run radio station, WSOU 89.5 at Seton Hall University. He graduated Magna Cum Laude with a Degree in Communications in 1987 and after a brief stint in the financial sector he went on the Rutgers University School of Law, Newark, where he distinguished himself by winning (with his partner) the Nathaniel Baker Mock Trial Competition in 1992. He earned his J.D. in 1993.

Kevin developed an interest in labor and employment issues while he was working in the financial industry, where he developed an interest in ERISA (the Employee Retirement Income Security Act of 1974). He jokingly says that he “might be the only attorney in America who went to school to become an ERISA attorney — you should know of my deep-seated belief that the people who wrote ERISA are the same ones who design mazes for mice.” On a serious note, it was in pursuit of this field that he was introduced to traditional labor and employment law. He got a clerkship with a union labor firm in Cranford after his second year of law school, and it eventually hired him full-time after graduation after he had completed a judicial clerkship in Ocean County.

Since law school, Kevin has worked on the side of labor and management. On the labor side, he was an Associate Attorney for Cohen, Leder, Montalbano & Grossman, where he represented labor unions in both the public and private sectors including Police and Fire Unions, Corrections Officers, Teamsters, Operating Engineers, and Electrical Workers, as well as office and professional employee unions.

On the employer’s side, he was as an Associate Attorney/Of Counsel with Genova, Burns & Vernioia where he represented various Boards of Trustees of large multi-employer benefit plans and served as lead counsel against delinquent employers in federal court. He has argued before our State



Courts at every level, including the New Jersey State Supreme Court.

Kevin appeared on the Council’s radar in 2004 when then Governor McGreevey appointed him Director of the Governor’s Office of Employee Relations (OER). During his tenure with OER, Kevin was responsible for maintaining cooperative labor relations between the State of New Jersey and the majority representatives of over 60,000 State workers. Shortly after he joined OER, at the Council’s request he took a lead role in facilitating a line of communication between the Council and one of its more intransigent University administrations. He provided insightful and thoughtful comments and assistance at a time when there was a complete breakdown in

communication between the union and the university.

When the Council learned that Kevin resigned from OER in 2006 to become a partner in Mets & Schiro (now Mets, Schiro & McGovern), we quickly engaged his services as legal counsel for our 2007 contract negotiations. He served as the Council’s legal advisor during negotiations and the negotiating team valued his advice so much so that he has since been retained on a permanent basis. He has worked closely with the Council ever since, often on a daily basis, providing advice to Council staff and acting as liaison to the Office of Attorney General, which is legal counsel to the colleges and universities.

In 2005, acting Governor Cody appointed Kevin to the Governor’s Council on the Prevention of Mental Retardation and Developmental Disabilities, on which he continues to serve. In 2007, he was appointed to the Millstone Township Board of Education, and was re-elected to the position in April 2008.

He and his wife Cathy have two children, Molly (6 y/o) and Aidan (3 y/o). — • —

MEA CULPA! - WE GOOFED!

We made a **mistake**

In the last issue of the *Voice*, the President’s column headline contained the word “RESTRUCTING” and it should have been “RESTRUCTURING”. The mistake was not the author’s, but ours in proofreading - despite four proof readings! We humbly apologize for our error.

Kean University President Seemingly Aspires to be a High School Principal!

Farahi's class schedule change looks like K-12

Early in April, Kean University announced its proposed new course schedule for spring 2009 — one that puts students and faculty on campus on a five day a week course grid— just like K-12. Seriously folks, what is this guy thinking?

Kean's administration claims that the new five day a week schedule will increase 'utilization' of campus facilities on Fridays (in addition to adding to the mix Saturdays and Sundays) and it will supposedly reduce the need to raise student tuition to offset the State's cuts in higher education spending. But it is an ill-conceived plan that will further damage Kean's already shrinking reputation as a higher education institution that can deliver quality, affordable education.

How does it hurt?

Well, let's look at faculty. Traditionally, full-time faculty spend their days— when not in class or on campus —engaging in research and scholarly activities such as writing and delivering papers at conferences, seeking grant funds (which generate much needed additional institutional income), just to name a few off campus

faculty responsibilities - in addition to their course loads.

Let's not forget adjunct faculty who will no longer have the ability to cull together a meager living by teaching at multiple institutions. Traditionally, adjunct faculty teach one or two evening classes that on average run two and one half hours with a ten minute break; and many teach only two courses per semester at a base rate of \$3,150 per three credit course. Given rising fuel costs and potentially higher road tolls, it is barely cost effective under the current course schedule for adjuncts to drive to Kean two nights a week. If they have to be on campus five days a week or on weekends, adjuncts will not only be losing the scheduling flexibility they currently enjoy—which allows them to accept teaching positions elsewhere or manage a full-time job *and teach* in the evenings— but also, they will suffer a loss in pay additional transportation costs.

The new scheduling plan hurts Kean's diverse and mostly working-class student populations who have lives outside the university. Some students are parents and care givers; they have part-time or even full-time jobs, hold internships, do field studies, etc. The new schedule will limit their

flexibility to balance their home lives, work and school. Kean is primarily a commuter campus. With rising fuel and transportation costs, can students really afford to drive to campus more often? There is already a parking crisis on campus. Where will they park? The plan raises more questions than it does in providing answers to the problem of under utilization of campus facilities. Is the university trying to hurt its students? It seems so, since Kean already has only a 15.7% four year graduation rate. The new plan will serve to lower those numbers.

To say the least, creating a five day a week course schedule is a very unusual step for a university to take as a means of expanding operations and stemming tuition increases. No other NJ public college or university has done so. In fact, the proposed course schedule is typical of a high school. But then again, let's remember that we are dealing with a University president who, in 2003, issued a "Chalk Distribution Policy" of no more than 6 boxes per semester per academic department and who seems to be obsessed with keeping students, employees and visitors from walking on the grass. No kidding!

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Council Endorses Making Textbooks More Affordable

Responding to the rising costs of textbooks, the Council of NJ State College Locals, AFT, at its February meeting, endorsed a "Faculty Statement of Intent" to make textbooks more affordable. The campaign originated with Student PIRG (Public Interest Research Group) and can be contacted through the following web site: www.maketextbooksaffordable.org

The preferred option is "open textbooks", i.e. textbooks offered on-line to students at no cost, which can be downloaded in a printable format. Most of

these textbooks are linked to on online printing services, so students can easily order hard copies for a low cost. Some open textbooks of comparable quality to commercial textbooks are already available.

The "Faculty Statement of Intent" urges faculty to

- Seek and consider open textbooks and other open educational resources when choosing course materials.
- Give preference to low or no cost educational resources such as an

open textbook over an expensive, commercial textbook, if it best fits the need of the class.

- Encourage institutions to develop support for the use of open textbooks and other open educational resources.

The Council has always considered affordability a central issue in providing quality higher education. This is an excellent way to put this principle into action.

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CHANGING OF THE GUARD AT RAMAPO, EDISON, KEAN & STOCKTON - NEW LOCAL AFT PRESIDENTS TO TAKE OFFICE

The Council consists of eleven autonomous locals that democratically elect their own local officers. We value both the experience of veteran presidents as well as the fresh perspectives of new leaders. This year has seen the election of four new local presidents:

The Ramapo AFT Local 2274's new president, Irene Kuchta, is employed as a Librarian I. She became active in the local in 2001, one year after she was hired and served on its Executive Committee from 2001 to 2006, as the elected Library Representative. She also has been an elected member of the Executive Committee of the Faculty Assembly. Her two year term as local president begins on September 1.

Irene received her undergraduate degree in economics from Brown University and her Master of Library Science degree from Long Island University. She began her career at Rockland Community College where she served on the local union's negotiating team and then worked directly for the labor movement as a librarian for the Amalgamated Clothing and Textile Workers Union (ACTWU.)

Her major goals as local president include involving adjunct faculty in campus governance and creating a closer working relationship between the Faculty Assembly and the Local in order to promote faculty development and professional growth.

She will be succeeding Wayne Hayes, who served as local president for 10 years. He has been on the Ramapo faculty since 1973 and is currently full Professor of City and Regional Planning. We are pleased to report that he will remain on the local's Executive committee and will continue to be a Council delegate.



Wayne Hayes

Peggy Allan, the new President of the Thomas Edison AFT Local 4277, became active in the local soon after she was hired in 1992. She served on the executive committee during most of Don Trucksess' long administration (he passed away in 2007) and became vice-president of the local when Ann Klopp became president in 2005.



Peggy Allan

She first learned about the value of unions from her dad, a New York City labor mediator. As a young worker, she belonged to the Amalgamated Meatcutters union and regularly attended its meetings. Allan comments, "My strong belief in unionism is that it creates a balance of power in the workplace and in society in general...In my opinion, edu-

cational unions have a great impact on attracting dedicated educators who deserve appropriate salaries and benefits to compensate for the role they play in educating citizens and on society as a whole."

Peggy has been acting president since Annie Klopp resigned from the college in early 2007. She was recently elected by the membership to serve a two year term which will expire in June 2009. Her major goals as local president are to increase membership and COPE participation, encourage professionals to apply for merit promotions and to institute a speaker's bureau on labor and higher education issues.

She is a professional staff person working in Academic Program Reviews, evaluating organizational training and education programs to determine if they are equivalent to college level courses for articulation to degree programs at the college.



James Castiglione

James Castiglione will be become the next president of the Kean Federation of Teachers – AFT Local 2187 - on July 1, after winning a highly contested election for a two year term. Dr. Castiglione became a faculty member at Kean in 1997. He is currently Associate Professor of Physics in the Chemistry and Physics Department. He first became active in the KFT in 2001 as a Council delegate and since served as negotiations chairperson, grievance chairperson and vice-president.

James ran for President "because I firmly believe that Unionism is the foundation for the betterment of all and the bulwark of our professional integrity." As President he will attempt to negotiate a three course load, make the retention, tenure and promotions processes fairer and more transparent and will advocate for the increased hiring of tenure-track faculty and for enhanced professional development for the entire unit.

James will succeed Dr. Maria del Carmen Rodriguez who has been the KFT President for the past three years and decided not to seek re-election. She is a faculty member in the Counseling Department who has received



Maria del Carmen Rodriguez

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FACE in New Jersey

FACULTY and COLLEGE EXCELLENCE

FACE or Faculty and College Excellence is a major AFT initiative to increase the number of full-time faculty on campus and to upgrade the status of adjunct faculty. It is a response to alarming trends in higher education toward the replacement of full-time tenure-track or tenured faculty with contingent faculty (temporary, part-time, adjuncts) with low pay, few benefits and no job security.

Our system of public higher education is in jeopardy. Educational quality requires a stable, well compensated faculty with the resources and time to devote to instruction, professional development and research. Adjunct faculty, in particular, are at a tremendous disadvantage. Due to low salaries, many of them string together classes at various institutions just to make ends meet. Typically on the run and lacking offices and office hours, they do not have the time or place to meet with students. Adjunct faculty do an excellent job under adverse conditions, but as long as they are denied paid health insurance, support for professional growth and the right to participate in college govern-

nance, our institutions will deteriorate and our students will suffer.

The campaign is not about replacing adjunct faculty, but about improving their status and creating a career path to enable them to move into full-time or regular part-time positions. Here in New Jersey, the Council of New Jersey State College Locals, AFT is working together with the Rutgers Council of AAUP Chapters, AFT on promoting FACE legislation.

On January 28, 2008, Senator Stephen Sweeney, an influential Democratic legislator, introduced S-803, entitled the "Restoring the Ranks of Full-Time Faculty Act." It would require that by the 2013-2014 academic year, the percentage of undergraduate courses taught by full-time faculty in NJ's public colleges and universities are increased to 75% in departments with at least eight full-time equivalent faculty positions. The bill further requires that adjunct and part-time faculty receive preferential consideration for the newly established full-time faculty positions. Each public institution of higher education must, according to this bill, develop, adopt and submit a "faculty development plan" including the above pro-

visions to the Commission on Higher Education by September 1, 2008. This plan "shall be subject to collective bargaining." This bill is currently in the Senate Education Committee and has not yet been posted for a vote.

Another bill that has been introduced on our behalf, consistent with the goals of FACE is S-819, also sponsored by Senator Sweeney. This would allow adjunct and part-time faculty to collect unemployment benefits if they are not teaching during the summer, unless they have already received a contract to work in the fall semester. This bill is currently in the Senate Labor Committee.

In the last legislative session, bills were filed to provide pro-rated compensation for adjunct and part-time faculty. The Council and Rutgers AAUP-AFT are working with our common lobbyist in Trenton to have a single bill introduced this session consistent with FACE principles.

Once this bill is introduced, the Council will seek meetings with the legislative sponsors to formulate a strategy to move all three bills forward as a package. - • -

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awards from the American Psychological Association and the American Nurses Association.

At Richard Stockton State College, Dr. Tim Haresign, will replace Dr. Mike Frank as president of AFT Local 2275 for a one year term running from July 1, 2008 to June 30, 2009. He is currently executive vice-president and Council delegate and previously served the local as grievance officer.



Tim Haresign

Tim, an Associate Professor of Biology, has been employed at Stockton since 1993 and was President of the Faculty Assembly in 1998-1999 before becoming active in the local. His grandfather was a



Mike Frank

union organizer in New York City and his father is a college professor.

Recently the Stockton administration raised the standards for tenure and promotion, but has failed to deliver on its promise to provide greater support for teaching and scholarship. As president of the local, Tim will seek to hold the administration accountable by negotiating for more funds and release time to support faculty development. He is also determined to involve younger members in union activities, in order to prepare a new generation of union leaders to carry on in the future.

The Council congratulates the new local presidents and welcomes them to fold. - • -

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MEMBER ASSISTANCE SERVICE AVAILABLE

If you need assistance with stress, mental health problems or substance abuse that is affecting your job performance—or if anyone in your family is experiencing similar problems — help is available from Healthcare Assistance with Member Support (HCAMS). THIS IS A FREE SERVICE AVAILABLE TO THE ENTIRE BARGAINING UNIT—and yet another good reason to join the UNION.

For more information on this service, please visit the Council's web site at www.cnjscl.org or call 1-888-828-7826.

Affordable Medical Coverage Available for Adjunct Faculty

The AFT now offers its members limited benefit medical insurance from Symetra Life Insurance Company. The plan is administered by USI Affinity in Matawan, NJ.

These offerings are designed to provide limited benefit coverage for those who usually go without medical insurance – part-time, hourly, seasonal and temporary workers; it can also be used to supplement other medical insurance. Within the two plans being offered, benefits can include doctor's office visits, X-rays and hospital stays – and can be extended to eligible dependents. An additional feature is the prescription drug benefit that provides generic drugs for a \$10 co-pay (30-day supply).

Coverage under this program is not restricted by prerequisites or other requirements. That means no preexisting condition limitations, no required networks, no deductibles, and no restrictions with other insurance plans.

Eligibility is limited to AFT members in good standing who are actively at work and permanent residents of the United States. There is no minimum requirement on the number of hours one must work to be eligible.

The cost per month? Briefly (space limits our ability to cover everything here – we can send you a complete brochure – please ask for one) – The Basic Plan for a member is \$62.50 monthly. The Basic Plan for a member + spouse is \$144.27 per month. For a member + children it is \$87.76 per month, and for a family it is \$148.98. The Basic Plan can be upgraded to an Enhanced Plan (with additional coverage), and Dental and Vision plans can be added or purchased separately at attractive rates.

Please contact Symetra's plan administrator USI Affinity for complete eligibility details: 888-423-8700. If you would like a brochure, check with your local on campus, or call the Council at 908-964-8476.

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NOT A MEMBER YET? BECOME INVOLVED!

Make **your** voice heard in the workplace by joining the union today. Occupational Liability Insurance comes with membership!

Visit your local office for a membership card or visit the council's website (www.cnjscl.org) for membership information.

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