

PRESIDENT'S MESSAGE

by *Nicholas C. Yovnello*

NEGOTIATIONS 2003

As the negotiations schedule in this issue indicates, the Union is just beginning its negotiations for new contracts. Representatives of the full time/part time and adjunct faculty teams first met with the State's representatives on March 21. Because the State is negotiating several public employee contracts at once—AFSCME, CWA and IFPTE are negotiating during the same time frame—and since the State has indicated it is not prepared to seriously negotiate economic terms until it knows how the legislature will deal with the State's budget, members of the Council's negotiating team felt it best to begin negotiations in earnest during the month of June when the academic calendar would not disrupt the process.

Economic demands for the full time/part time unit have not been exchanged. The Union presented the State with its economic demands for adjunct faculty, but as yet the State has not put its economic demands for adjunct faculty on the table. Given that the constitutional deadline for the budget, June 30, is still a month off, and the State is unlikely to talk much about economics before then, the two sides have agreed to concentrate on

noneconomic issues. What comes of the Council's economic proposals will be influenced by the sincerity of the State and the willingness of the colleges/universities to improve working conditions for our members.

If you have had a chance to review the demands that are posted on the Council website (www.cnjscl.org) you will see that the Union has many important and complex issues to address. For example, we are seeking a full fledged procedure for handling disciplinary matters that protects member rights and assures that management acts in accordance with the law when questioning our members. "Transition to retirement" programs have been successfully implemented at a couple of the colleges. Your negotiating team feels that it is now time to have a statewide program. The old "NL" concept governing professional staff hours of work needs replacement; therefore, we have proposed that the State establish a set workweek and a systematic way of accounting for and granting compensatory time. The system governing librarians' rank and salary established by the Hay Report was controversial in the 1970s and is out of date in this century. It is time to eradicate the last ves-



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tiges of the Hay system and restore faculty status for librarians (See article *Back to the Future*). It is about time that the State addresses the needs of those faculty and staff who have domestic partners. We are proposing that the State follow the lead of corporate America and modify health and insurance benefits to include the domestic partners of their employees. As we spend more time integrating the computer into our work and teaching routines, we need contract language that requires the colleges/universities to adopt up-to-date equipment and follow state-approved guidelines for the use of such equipment (See article *New Union Initiatives in Safety and Health*).

There is still plenty of work to do, even before we get the State's economic proposals. We will keep you posted on our progress over the summer. We hope that you will get into the habit of

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BACK TO THE FUTURE

UNION DEMANDS FACULTY STATUS FOR LIBRARIANS

Prior to 1970, librarians were faculty and held faculty rank, i.e., they held the titles Professor, Associate Professor, Assistant Professor and Instructor. The salary ranges associated with these titles were the same as those of faculty, that is, Professor, Range 30; Associate Professor, Range 26; Assistant Professor, Range 22; and Instructor, Range 18.

An important step in restoring librarians to their former status is securing faculty status for librarians. Faculty status for librarians ranks as one of the key demands the Union has placed on the negotiating table.

State takes away faculty status

In 1970, the State hired the firm, Hay Associates, to study the State Compensation Plan and make recommendations to the Civil Service Commission as to the classification of state employees. Three titles were created: Librarian I, Librarian II, and Librarian III, with Librarian I being the highest. The salary ranges assigned to the Librarian titles were: Librarian I, Range 25; Librarian II, Range 22; and Librarian III, Range 19.

The librarians lost even more in terms of compensation because their new salary ranges were based on a longer work year. Prior to Hay, all librarians were, like faculty, ten (10) month employees. Hay made them twelve (12) month employees further reducing their compensation.

To add insult to injury, librarians also lost their tenure rights.

The battle to recoup these losses began immediately.

In 1976, the State and the Union signed a Letter of Agreement that provided the State would recommend to the Board of Higher Education (BHE) that librarians' tenure rights be restored and that librarians be given "concurrent rank". The BHE accepted the State's recommendations on both points. The concurrent academic ranks that were created were: Librarian I Assistant Professor in the Library; Librarian II Assistant Professor in the Library and Librarian III, Instructor in the Library. (See Article XVII, Section C. of the State-Union Agreement)

The salaries set by Hay were increased twice between the 1970 and the present. In 1980, the Union utilized the Administrative Code's Title Re-evaluation procedures to secure a one-range increase in the Librarian III title. The rationale for the increase was based primarily on the fact that the Range 19 assigned to the Librarian III title was far too low compared to the Instructor title, given that holders of the Librarian III title worked an extra two months of the year.

During the negotiations for the 1992-1995 contract, the State and the Union signed a Letter of Agreement which authorized the Union to seek a title re-evaluation of all the Librarian titles. The Union used the Hay Evaluation System to set forth its rationale for an upward re-evaluation. The Board of Higher Education agreed that the salary ranges associated with Librarian titles should be increased by two. The rationale for this increase was based primarily on the tremendous changes in the work of librarians that had occurred over the twenty-two period since their salary ranges were set in 1970. The current salary ranges are: Librarian I, Range 27;

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NEW UNION INITIATIVES IN SAFETY AND HEALTH

Your Union has always been concerned about its members' health and safety. In the past, it has worked to ensure that asbestos problems were resolved and indoor air quality issues addressed. Now, it is getting more involved in policy setting at the state level and using the New Jersey Public Employees' Occupational Safety

To file a complaint about an unsafe safety or health situation, call the PEOSH Program in the New Jersey Department of Health and Senior Services at 609-984-1863. If you need help with your complaint, please call Barbara Hoerner at the Council office at 908-964-8476.

and Health Act (NJPEOSHA) to secure better working conditions for those employees who are required to spend long hours inputting data into computers.

Enacted into law in 1984, NJPEOSHA is the state's equivalent of OSHA. PEOSHA charged the Commissioner of Labor, in consultation with the Commission of Health, the Commissioner of Community Affairs and the PEOSH Advisory Board to develop health and safety standards and a plan for enforcement. Enforcement responsibilities are shared by the New Jersey Department of Labor, which investigates safety hazards, and the New Jersey Department of Health and Senior Services, which investigates health hazards. The Office of Public Employees' Occupational Safety and Health conducts general and target inspections and responds to complaints by individual employees or unions.

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CHANGING THE UNION GUARD AT KEAN AND WILLIAM PATERSON



Richard Katz (R) outgoing Local 2187 president passes the torch to Dean Casale (L). Casale assumes leadership of Local 2187 on July 1.

Local presidents at Kean and William Paterson are stepping down. Their work on behalf of members will endure.

Casale to assume presidency

Dr. Richard Katz, President of the Kean Federation of Teachers, Local 2187, has resigned as President, effective July 1. He was first elected in 1996 and has served three consecutive terms. He participated in the negotiating of the current State-Union Agreement and has played an active role in Council affairs.

Under Katz's leadership, Local 2187 has maintained a high membership, lowered its dues and led the Council in raising money for COPE. Katz concentrated on expanding opportunities for junior faculty to receive promotions and release time, extending shared governance to librarians and improving access to career development for professional staff. During his tenure, faculty benefitted from 115 plus promotions and no negative tenure decisions. He is especially proud of his record in bringing women and minorities into positions of leadership within the union and on university committees.

Katz has also built strong ties to other unions at Kean and has mobilized his membership in support of labor struggles off campus, including supporting the Steamfitters in their successful protest against Kean's use of non-union labor.

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NEGOTIATIONS UPDATE

Calendar:

Several negotiating sessions with the State have been scheduled for May and June. Both the full-time/part-time and adjunct team will meet with the State on the following dates:

May: 9,16,28

June: 4,6,13,18,20, 27

Negotiations will continue over the summer. Summer dates have yet to be determined.

Demands online

Read the demands for both the full-time/part-time and adjunct bargaining units on the Council's website, www.cnjscl.org. Demands are available in both HTML and PDF formats.

Safety and health initiatives *(Continued from page 1)*

Recently, the Department of Labor asked the Council to nominate an individual to serve as the representative of institutions of higher education on the 18 member PEOSH Advisory Board. The nomination of Kean University's J. Timothy Sensor, an athletic trainer with extensive safety training, is pending.

The Union's new bargaining initiatives are also reflected in the health and safety demands it presented to the State on March 21, 2003. The demands fall into two categories: those that are being made to update and strengthen the provisions of Article XXX ("Safe Conditions") of the Agreement and those that form a new article dealing with ergonomically appropriate equipment and practices.

Should the Union prevail in its demands, Article XXX would contain provisions requiring the State to comply with all Federal, State and local laws regarding safety and health. The State would also be required to provide Local Unions with the results of all health and safety inspections and to let them know what inspections are being contemplated. The Union is also seeking language in the contract that would require the colleges and universities to assure the basic personal safety of unit members.

With so many professional staff spending more hours at their computers, the Union must address the way in which computer equipment is selected, set up, used, and maintained. Video Display Terminals (VDTs) have often been introduced without any planning to ensure the safety and comfort of those who use them. Users are often not trained in good work practices that are key to avoiding repetitive strain injuries (RSI), muscle aches and pains, and vision problems.

The key demands for the new article rely on PEOSH guidelines for Video Display Terminals. In the words of one of the Union's demands, "the purchase or lease of VDTs and associated equipment and its installation, use and maintenance shall conform to ergonomic guidelines set forth in the latest edition of *Video Display Terminal Guidelines* of the Public Employees' Occupational Safety and Health (PEOSH) Program of the New Jersey Department of Health and Human Services." This PEOSH document provides guidelines on the work environment (lighting, glare and furniture such as chairs and desks) vision testing, job design, and work and rest schedules.

To learn more about the Union's demands on safety and health, go to the Council's website. To learn more about PEOSH, visit the Department of Labor's website and click on safety (www.state.nj.us/labor).

Council Locals Well Represented at AFT National Higher Education Issues Conference

Each year, representatives of AFT's higher education locals meet to discuss strategies and tactics for dealing with important issues facing the higher education locals. This year's meeting was held from April 11-13 in Atlanta, Georgia. Twenty-six representatives from the Council attended. The sponsor of these annual conferences is the AFT Higher Education Program and Policy Council, known to higher ed activists as the PPC. PPC conferences provide excellent opportunities for Council's representatives to meet peers from across the country to assess trends and share important information. Council President Nick Yovnello serves as the Council's delegate to the PPC. He uses his position to bring our concerns to the attention of AFT National and helps determine conference agendas.

This year's conference theme was "*Strategic Planning: What Kind of Academy? What Kind of Union?*" With the help of other members of New Jersey's delegation who had attended past conferences, President Yovnello was instrumental in changing the conference's format to provide participants with more tools to assist local leaders in union building and strengthening locals, negotiating contracts, confronting management's demands for take-backs in health care and building coalitions with other unions and community groups.

Among the workshops held on the first day of the conference was one titled "*Building Activism: Tools for Attracting New Members/Activists.*" The participants were given information on building activism by planning distinct objectives and selecting a winnable and realistic issue around which a campaign can be developed. They discussed harnessing and sustaining member involvement, developing a tactical plan and addressing communication concerns. Participants noted that successful programs to build involvement among newer members must be based upon their needs as identified by them, include professional development components and develop an understanding of the ways in which unionism advances their interests. Good programs must also provide opportunities for members' meaningful participation in union activities.

The means for containing take-backs involved focusing on the most important big cost benefits in a plan—such as hospital costs, doctors' visits and prescription drugs (using generic drugs instead of name brands). Participants also discussed

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Changing the Union Guard *(Continued from page 1)*

Katz, an Associate Professor of English, began his career at Kean in 1983. He will remain on the KFT Executive Council and will continue to serve as Council delegate.

Katz will be succeeded by Vice President Dr. Dean Casale. Casale joined the Kean faculty in 1991 and is currently an Associate Professor of English. A union officer since 1996, Casale is currently the local's negotiations chairperson. He credits Katz for insuring accountability in the local's budget and for improving



Bob Bing (R), outgoing president of Local 1796 congratulates Sue Tardi (L) on becoming President of Local 1796.

communication with the membership through the publication of regular newsletters. As Casale observes, "Richard Katz has inaugurated a new era of open democratic unionism at Kean."

Tardi becomes Local 1796 President

On April 15, 2003, Dr. Robert Bing left office as President of Local 1796 at William Paterson University. He has been an integral part of the leadership team of the Local since 1990, serving as Vice-President, Grievance Officer and a member of the local's negotiating team.

During Bing's tenure as union officer, Local 1796 successfully negotiated agreements providing for faculty range adjustments, professional staff promotions, free tuition for dependants and improved conditions for adjunct faculty. Due to the local's efforts, adjuncts now enjoy representation on the Faculty Senate.

Bing considers his greatest accomplishment to be strengthening the local. Since he became president, union membership has increased by 10% and new members have been recruited into leadership positions, assuring stability and continuity. In the aftermath of 9/11, his local took the lead in organizing a memorial, a blood drive and teach-ins.

Bing joined the WPU faculty in 1974 and is currently Professor of Accounting and Law. He will continue to serve as a local officer and a Council delegate.

Bing's successor, Dr. Sue Tardi, previously served as Local 1796's chief negotiator and executive assistant to former president Linda Dye. She joined the WPU faculty in 1992 and is now a Professor of Sociology. Tardi credits Bing with "establishing a highly productive relationship with the WPU administration that has reconciled the interests of the bargaining unit with the needs of the University."



MSU Professional Staff Spring Meeting April 24

Pictured left to right are Barbara Hoerner, Sr. Staff Rep., Bill Sullivan, Acting President, Local 1904 and Yvette Hall, Professional Staff Coordinator.

Faculty status for Librarians *(Continued from page 1)*

Librarian II, Range 25; Librarian III, Range 22.

The salary range associated with title Assistant Director of Library was also increased from Range 27 to Range 29. With the exception of the Assistant Director of the Library at Stockton, Assistant Directors of the Library had been brought into the unit following a 1982 petition before the Public Employment Relations Commission.

Except for the Librarian III, these ranges are still, if Hay is followed, below the ranges assigned to faculty titles. According to Hay, an Assistant Director should be a Range 33, a Librarian I a Range 29, and a Librarian II a Range 25.

Why faculty status

Many reasons for restoration of faculty status exist. Here's what the Union's bargaining team will tell the State's representatives at the table:

Most colleges and universities afford librarians faculty status. Research done in the early 1990's showed that librarians even then had faculty status at 67% of institutions of higher education.

Librarians participate in teaching and research. They teach students about the library and help students and faculty with research. Many perform research of their own. One has only to look at the prefaces of scholarly books to see the critical role librarians play in advancing scholarship. This participation in teaching and research is what determines faculty status as opposed to skills, degrees or titles.

Librarians share the concerns of teaching faculty. They are concerned with the educational program and academic freedom.

Librarians are treated as faculty for purposes of sabbaticals, career development and assigned research time.

Librarians, like teaching faculty, go through a rigorous reappointment, tenure and promotion process during their careers. They, like faculty, are evaluated by a committee of their peers and are expected to provide compelling evidence pertaining to the excellence of their job performance, service and scholarship. In addition, the colleges/universities have asked more of librarians in the way of scholarly achievement in recent years. This fact makes them even more like faculty in terms of what is expected of them than they were at the time their faculty status was withdrawn.

Librarians also participate in shared governance on the same basis as teaching faculty.

**Support the Union
Sign Someone Up Today!**

New Presidents at Kean and Stockton

Two of the nine state college/university presidents have been recently replaced: They are Dr. Ronald Applbaum at KU and Dr. Vera King Farris of Stockton.

The new President at Kean is Dr. Dawood Farahi. He will take office on July 1. Farahi replaces Richard Applbaum who resigned last year. Currently Dr. Frank Esposito is serving as Interim President.

Farahi joined the Kean faculty 20 years ago. He served as chairperson of the Faculty Senate and twice was designated Teacher of the Year. He is currently chairperson of the Department of Public Administration and Special Assistant to the President for Operations.

Farahi was the only internal candidate of the three finalists that the Presidential Search Committee selected. The composition of this Search Committee was a matter of controversy since the Kean Federation of Teachers (KFT) was denied observer status on the committee. During the two previous presidential searches at Kean, the KFT was granted full voting privileges.

Richard Stockton College of New Jersey has named Dr. Herman Saatkamp, Jr. as its new President. He replaces Dr. Vera King Farris who resigned after 20 years. He also takes office on July 1.

Dr. Saatkamp comes from Indiana University where he served as Dean of the School of Liberal Arts and Professor of Philosophy. He oversaw 11 departments and numerous academic centers. He also chaired the President's Council on the Arts and Sciences that coordinated all arts and science programs for the eight campuses in the Indiana University system.

Outgoing President Farris plans to take a sabbatical and then return to Stockton to teach. She has served longer than any of the active Presidents in our system.

In the past, former college/university presidents who return to the faculty have joined the Union upon assuming their new positions. We hope Drs. Esposito and Farris will keep up that tradition.

AFT National Higher Education Issues Conference

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the negative effort to keep rarely used benefits or benefits that affect only a few. These must be studied because they add some of the highest costs to the overall benefit plan.

The *Power of New Labor Coalitions* workshop addressed not only building internal coalitions to support the union's stand on issues, but also reaching out beyond the immediate community of interest for support. Being recognized by and becoming an integral part of a larger community are long-term efforts that can bring locals support from their "neighbors." Locals should support other unions when they need assistance – even when they don't need immediate outside support. Then the other unions will remember and offer assistance and support if it is needed in the future.

Other workshops presented during the conference included: Analyzing Institutional Budgets-It's Not About the Math; The Growth of Full-Time/Non-Tenure Track Faculty-Challenges for the Union; Technology and Distance Education-Latest Developments and Trends; Successful Health and Safety Workplace Campaigns; Developing Strong Media Relations; State Political & Legislative Mobilization; Strategic Planning for Local Union; Advancing Part-Time/Adjunct & Full-Time Faculty Interests Through Collaboration.

Plenary sessions featured William Scheuermann, President, New York State United Teachers who outlined strategic planning needs; AFT Executive VP Nat LaCour, who pointed out that professional employees are the fastest growing segment of the labor movement and that AFT has been a leader in this growth; and Gary Rhoades, Director of the Center for the Study of Higher Education, University of Arizona, who noted that too many higher education institutions were redesigning their mission to service corporate needs rather than focusing on scholarship, research, and exploration.

Local Union members attending the conference included Rowan delegates Nicholas DiObuilda, Bruce Caswell, Mary Lee Donahue, Jonathan Foglein, Mary Gallant, Antoinette Jennings, Terri Lehr, Mel Moyer, Julie Peterson, Karen Siefiring and Stan Urban. William Paterson sent Robert Bing, Susanna Tardi and Linda Diaz. John DeBrizzi, Ivan Steinberg, Darlene Britt, Theresa Guerriere, Sarah-Ann Harnick, Howard Singer and Rubina Vohra represented New Jersey City University. Bill Sullivan and Yvette Hall attended on behalf of Montclair Local 1904. James Castiglione represented the Kean Federation of Teachers. Nicholas Yovnello and Steve Young, the new Managing Staff Representative represented the Council.

President's Message *(Continued from front page)*

checking our website for the latest updates on negotiations. Also check your mail as we will continue to communicate with you in the traditional way with flyers.

One last thing you can do: demonstrate your support by joining the Un-

ion if you are not a full dues paying member and sign up for a COPE deduction (for COPE information, visit our website). Politics influences every facet of New Jersey life, especially if you are a public employee.

Have a great summer!

UNION COUNTY COLLEGE ADJUNCTS VOTE FOR AFT

Less than two semesters after testing the waters, on March 14 adjuncts at Union County College (UCC) voted 113 to 22 to be represented for collective bargaining purposes by the New Jersey State Federation of Teachers/AFT.

The Union County College Faculty Federation, a unit of about 300 part time faculty, coalesced quickly around the need for salary improvements, health insurance, prorated fringe benefits and a voice in matters at the college that directly affect them.

"The election at UCC is only first of what the New Jersey State Federation of Teachers predicts will be a chain of victories," says NJSFT president Janet Cole.

A recent state analysis of adjunct faculty in the state's two-year and four-year institutions found a total of

9,000 adjuncts more than half of whom are employed at the community colleges. The AFT represents most of the state college adjuncts who are in locals affiliated with the Council.

The NJSFT is creating an adjunct community college council that will provide centralized services to the locals and serve as a lobbying force in the state capital. Right now, the CNJSCL is working with the state federation and the Legislature to pass a bill that would allow the adjuncts to buy into the State's healthcare plan, which would be a significant breakthrough.

"We're a household word among adjuncts," says Mel Driban, the AFT national representative in New Jersey. "They know we're the only ones representing them."

Adapted from AFT Higher Education (http://www.aft.org/higher_ed/Union_County.html)