



KEAN FEDERATION OF TEACHERS

An Association of Professors, Professional Staff and Librarians

Local 2187, American Federation of Teachers

Kean University, Union, N.J. 07083

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KFT General Membership Meeting

Thursday, Feb 3, 2011

113 Hennings Hall

3:15 pm- 4:30 pm

Minutes

President's Report

President Castiglione rendered an update on current statuses of the KFT's Unfair Labor Practice (ULP) cases. In review, the ULP cases that will be heard this spring are: the case regarding the imposition of increased office hours for faculty ; the Letter of Agreement case regarding the banking of courses taught by faculty that the Administration refused to sign ; the Presidential Scholars Challenge Award Program case the Administration refuses to negotiate; the changing of chairperson's duties to managerial duties in which these are actualized in the position of executive director—this action requires negotiations; and last, the creation of the lecturer's position which the Board of Trustees has a right to create, but the KFT 's position is that this position should be negotiated at the State level.

President Castiglione reported that the Master Contract negotiations will begin in the spring and the State Council will be sending out an online survey requesting members to submit their concerns and ideas for the upcoming negotiations.

President Castiglione made a few comments on the successful impact political action activities has on issues. Political action with state senators and state assemblymen and women is critical in moving their positions on legislation and negotiations forward on items that are favorable to us. For example, we were able to get language amending the residency bill that allows currently employed faculty who live outside of New Jersey to be grandfathered into the law and for new faculty hires be exempt from the law if the University/Institution makes the State aware of their employment. In addition, we succeeded in removing most of all of the bad elements in the proposed changes in the tenure law. As part of the Governor's toolkit, it was proposed that the tenure period change from 5 years up to 10 years. Through political action we were able to get this reduced to 6 years, and all faculty who are currently tenure track employees will be grandfathered in under the 5 year period. In exchange, we procured tenure transferability among the 9 state colleges and universities. This bill has not been finalized as of yet.

The Faculty Senate sent out emails regarding its Nominations Committee announcement of its upcoming elections. As you know, the Faculty Senate runs its elections in the spring for committees, and it oversees the election of Letters of Agreement committees as well. The deadline for nominations is February 18th. There are a number of vacancies so please review and consider running.

C. Fantaousakis, chairperson of the KFT Scholarship Committee announced that the KFT will grant a total of eight scholarship awards. There will be four scholarships given at the undergraduate level and four scholarships given at the graduate level. The deadline for applying is February 17th. The application is

available on the KFT website. Please encourage students to apply. Remember to let students know that they can apply for both Foundation granted scholarships and KFT scholarships.

Treasurer's Report

There was no report.

Faculty Timesheets

In review, President Castiglione stated that in the spring of 2009 during special negotiations for faculty office hours the Administration came forward with a proposal that the faculty needed to prove that they work 35 hours a week in order to be eligible for health benefits. Language was written into the Memorandum of Agreement (MOA) specifically stating that for the purposes of eligibility for health benefits, faculty are fulltime employees. After the MOA expired, the Administration decided to implement the use of timesheets for faculty so that they could account for their 35 hours a week. The KFT brought this issue to its membership for suggestions and tried to delay the implementation of faculty time sheets for as long as possible. Subsequently, the KFT came up with an alternative time sheet from that which the Administration had proposed (see handout). Important to note is that no other State institution has implemented such use of faculty time sheets. There is a sunset clause in the time sheet agreement and the KFT will be able to renegotiate the use of faculty time sheets after the academic year ends.

Social Committee Report

Chair of the Social Committee, B. Bailey, reminded the membership about the State Council's first "Mid-winter Wine Tasting Gala" fundraiser event taking place on February 18, 2011. B. Bailey stated that she will send an email out to the membership that provides the necessary information for purchasing tickets or for making donations.

Meeting adjourned at 4:30 pm

Respectfully submitted by:

Eleanor McKnight, Secretary

Handouts:

Copy of the *KFT Spring Calendar 2011* of meeting dates and times.

Copy of Letter of Agreement #122, Timesheets.

Copy of faculty bi-weekly timesheet form.