



KEAN FEDERATION OF TEACHERS
An Association of Professors, Professional Staff and Librarians
Local 2187, American Federation of Teachers
Kean University, Union, N.J. 07083
Phone 908 737-3925 Fax 908 737-3929

KFT General Membership Meeting
Monday, Feb 2, 2009
CAS 106
3:20 pm – 4:30 pm

President's Report

President Castiglione opened the general body meeting by wishing everyone a Happy New Year!

President Castiglione urged members who had not read or seen the Star-Ledger article "*Mixed marks on campus for Kean president*" to take copies of article with them as they leave the meeting. The article is notable for, among other things, describing President Farahi as a "benevolent dictator".

Also reported by President Castiglione was that a signed settlement in the Unfair Labor Practice charge regarding the illegal interrogation of Chairs about Union activities by Administrators was rendered. Members should alert the KFT if any questioning recurs in the future.

The KFT is still in the process of trying to work out a settlement with the Administration concerning the Unfair Labor Practice charge filed to restore the old faculty office hours policy. The Administration maintains that faculty office hours are not negotiable. The KFT will continue to pursue this matter until the old faculty office hours rules are restored. Important to note is that PERC agrees with the KFT, in that the faculty office hours policy is negotiable.

President Castiglione received anecdotal reports about enrollments that indicated the numbers were down, but conflicting numbers were emailed to members of the University by the administration. It also was reported that many students have switched from full-time to part-time status because of the schedule change, which would negatively impact the university's revenues. Faculty are reporting that the parking lots are not filled to capacity in mornings.

During the President's report a KFT member raised a concern about the non-adherence to grievance time lines by the Kean Administration. The KFT member went on to say that there is no communication or acknowledgement of grievance

from the Administration. President Castiglione noted that any member having such problems with a grievance should contact KFT Grievance Officer Jacqui Keil and the State Council who will be happy to work with the member to address the problem.

President Castiglione reported that C. Murphy agreed to serve as the KFT Observer to both the Faculty Senate Nominations and Elections Committees.

The KFT has reached out to the Faculty Senate Chair Barbara Lee to try to correct a series of mistakes in the administering of the elections to Letter of Agreement committees that the Senate has created. The problems include: incorrect listing of vacancies for the Range Adjustment Committee and incorrect listing of eligible/ineligible departments for both the Range Adjustment and Promotion committees. In administering the elections the Senate is acting as the agent of the Farahi Administration. If the Senate remains unwilling to correct its mistakes, the KFT will ask the administration to step in to correct the Senate's mistakes. The Faculty Senate Elections Committee charge is clear: the Senate is to run the election consistent with the terms of the Letters of Agreement. Where there are questions of interpretation of the Letters, the appropriate response is for the Senate to ask the KFT for clarification as it has done in the past. The KFT will continue to work to ensure fair and proper procedure in the elections so that our members are not harmed.

L. Bradbury was asked by President Castiglione to share with KFT members what could possibly be a serious issue for Professional Staff who are asked to work an event on a voluntary basis. L. Bradbury stated that approval must be granted to any professional staff member seeking to work on a volunteer basis in order to be covered under workman's compensation. Just as a precaution, L. Bradbury said if any professional staff is asked to work on a voluntary basis please fill out the ***Approval Form for Eligibility for Sick Leave Injury (SLI) for Volunteer Work*** until further clarification is received in this matter and process.

Treasurer's Report

No Report

NJ State budget Deficits

New Jersey has 1-3 billion dollar state budget deficit for this fiscal year and a much larger one expected for the next fiscal year. The State is sure it will receive some money from President Obama's stimulus package but is not sure what those appropriations may be. At this juncture, the extent of New Jersey State budget cuts will be determined by the size of the bailout monies from the Federal Government. The State Council Executive Committee will be meeting with the NJ Treasurer later in the month. More details to come.

Negotiations' Report

C. Kelly's report (given by President Castiglione in his absence) indicated that progress has been made on an extension of the Range Adjustment LOA and the Administration is expected to sign off on it soon. The final language has been worked out for Professional staff Performance Based Promotion Program and is expected to be signed at the end of the month. The issues with representation on the Promotions Committee are still being worked out. The KFT Negotiations Committee is still pushing the issues of a teaching course load of 3 courses for full time faculty, chair's compensation, increased travel funds for professional development, and also compensation for faculty attendance at training sessions during the summer. Last, implementation of student evaluation of all courses in all sections every semester is still the major item of concern for the Administration. The administration is anxious to declare impasse despite its refusal to negotiate the evaluation pilot program last spring, about which the KFT filed a ULP.

Adjournment

The meeting was adjourned at 4:30pm.

Respectfully submitted by,

Eleanor McKnight, Secretary

Handouts:

KFT Spring Calendar 2009

The Star-Ledger article "*Mixed marks on campus for Kean President*" (12/08/08)

Approval Form for Eligibility for Sick Leave Injury (SLI) for Volunteer Work

Criteria for Volunteer Work to be Eligible for Sick Leave Injury