



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
Tuesday, October 20, 2015
Miron UC – 228
12:30pm – 2:00pm

President's Report

President Castiglione reported that according to the October 15th data from the University's *information exchange* the KFT bargaining unit total membership is at 572. President Castiglione stated that there has been a steady decline in faculty and presumably staff numbers over the past ten years. He said related to the steady decline in faculty at Kean is a decline in promotional opportunities for faculty, professional staff, and librarians at Kean as well. President Castiglione shared a report from WPU that presented its promotional opportunities for this academic year and compared those opportunities to Kean promotions for this past academic year and, likely to be similar for this academic year; the comparison was staggering. According to the report, President Castiglione stated that WPU will grant 46 promotions this academic year (3 of which will be range adjustments). Kean granted a total of 5 promotions this past academic year. Both institutions have comparable numbers of faculty.

President Castiglione stated that in light of President Farahi's illness and the untenured faculty reappointment process and timeline, the KFT Executive Council is considering writing to the University to ask who will be in charge of handling the appeals for untenured faculty who are not recommended for reappointment.

Reorganization status: President Castiglione stated that hopefully a meeting will take place by the end of the week regarding the reorganization and layoff issue. To date, there have not been any announcements regarding layoffs. President Castiglione believes that the delay in layoffs can be, in part, attributed to the political action on the part of KFT members coupled with the mobilization of statewide leadership. In summary, President Castiglione stated that the KFT met with Assemblypersons Prieto and Jasey, Senator Cunningham, NJ AFT President Chiera, State Council President Haresign, State Council Rep. Steve Young, and Lobbyist Peter Guzzo. Further, President Castiglione stated that Assemblywoman Jasey has written two letters to the BOT opposing layoffs. Also, the NJ AFL-CIO President met with Senator Lesniak on our behalf and the NJ AFL-CIO sent a representative to the BOT meeting to speak on our behalf as well.

President Castiglione announced that the AFL-CIO New Jersey is looking for volunteers to participate in the upcoming *Labor Walks*. In Union County, the *Walks* operate out of the Sheet Metal Workers Local in Cranford.

The *Walks* are scheduled from 9am till 12 noon on Saturdays leading up to the November elections. Refreshments will be provided to participants. President Castiglione stated that if anyone is willing to participate, please let him know. For information purposes, President Castiglione handed out the *NJ AFL-CIO* endorsed labor candidates. As a reminder, President Castiglione stated that our COPE funds can be used to support political candidates of our choice. Therefore, President Castiglione asked members to sign up to contribute to our COPE fund if they have not done so already.

Treasurer's Report

President Castiglione reported that Treasurer B. Bailey broke her wrist and is out on sick leave and that she will present a report at the next general membership meeting.

Master Contract Negotiations

Update: Regarding *Master Contract Negotiations*, President Castiglione reported that there is a meeting scheduled for October 23rd and at the meeting proposals will be exchanged.

Membership Drive: President Castiglione once again encouraged members to urge others in their work areas to sign KFT membership cards. He went on to say that increased or higher membership numbers show power and strength—the number of members in the KFT membership/voting block in the State Council depends on the number of members in our local.

Grievance Report

Co-Chair S. Foushee reported that 2 professional staff grievances regarding non-reappointment were heard by the State Council Grievance Committee, and as a result of those hearings, the grievances will go to arbitration.

Chair J. Keil reported that a faculty member's case regarding funds for conference travel abroad will go to arbitration.

Chair Keil urged tenured faculty to give support to untenured faculty coming up for retention. She also reminded and encouraged untenured faculty to ask for help with the appeals process if necessary.

Adjournment

The meeting was adjourned at 1:45pm.

Respectfully submitted by:
Eleanor McKnight, Secretary