

WELCOME

TO KFT'S *THE VOICE*

Fall 2021 edition



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Kean

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LABOR-MANAGEMENT RESET AT KEAN

Weingarten Visit Catalyzes 'Grand Bargain' - Saves 21 Jobs

by: Dr. James Castiglione, KFT President

For years, AFT President Randi Weingarten and AFT-NJ President Donna Chiera worked behind-the-scenes to build the political support necessary at the State's highest levels to foster a 'labor-management reset' at Kean University. Finally, when the opportunity came, their meetings with NJ Governor Phil Murphy, NJ State Senate President Steve Sweeney, NJ Assembly Speaker Craig Coughlin, and others bore fruit in helping the University identify collaborative forward-looking leadership for the future.

To ensure a fresh start on campus, President Weingarten came to Kean University last September to personally meet with Kean University President Lamont Repollet. We were joined by AFT-NJ President Chiera, CNJSCL President Tim Haresign, and Marie Krupinski, President of our sister local the Kean University Adjunct Faculty Federation.

Grand Bargain

The meeting was a resounding success. The resulting 'grand bargain' agreements that were struck with President Weingarten's assistance resolved several thorny issues at once. The grandest outcome was language saving the jobs of 21 of our colleagues placed on the layoff list by the Farahi administration on its way out the door in the summer. The key to saving these jobs was the statewide furlough agreement. It allowed us to make the case that if the University would be reaping the savings from the agreement, it had an ethical obligation to avoid layoffs. Thanks also goes to KFT members who have borne this sacrifice for the greater good.

The full list of the 'grand bargain' accomplishments are as follows:

- Saving the jobs of 21 colleagues
- Creation of the Diversity Fellows Program to facilitate diversity among the faculty and in scholarship
- Compensation of \$2437.50 per course, converted to online format, for FA 2020 for members who performed such conversions
- Elimination of winter break and spring break PDDs

- Elimination of the Service & Accountability Records (SARs), aka, the faculty timesheets
- A University commitment to renegotiate the agreement governing terms and conditions for Lecturers

A New Climate of Respect & Collaboration

At the meeting, President Repollet expressed his sincere interest in creating avenues for respectful dialogue, with the goal of solving problems and avoiding unnecessary conflict. Goals we wholeheartedly share. This philosophy meshes perfectly with President Weingarten's vision of the AFT as a leader in "solution-driven unionism".

President Weingarten saw the meeting as an inflection point in the labor-management relationship at Kean, a symbolic starting point for the "reset" that we have nurtured since. This reset would not be possible if we didn't have a willing partner on the other side of the table. President Repollet has shown himself to be an enlightened academic leader committed to collaboration, open to hearing a multiplicity of viewpoints. Our leadership team pledged, in the Spring 2020 KFT election, that we would work tirelessly to create a positive and productive labor-management relationship with the new administration. With direct involvement of our National AFT union organization - both AFT President Randi Weingarten and AFT-NJ President Donna Chiera - we've done just that.



Pictured here left to right: Randi Weingarten - AFT, President James Castiglione - KFT, President Donna Chiera - AFT-NJ President

(continued)

This labor-management reset has been an enormous amount of work, but we are happy to do it. With our leadership team's long-term commitment, we were able to get the assistance of both Presidents (Weingarten and Chiera). Our leadership team had cultivated the necessary personal and professional relationships, with our Union's leadership at its highest levels, over a period of years. Their assistance, coupled with the collaborative leadership of Kean University President Lamont Repollet, has allowed us to negotiate a long list of win-win outcomes with the University.

We have included a list of these win-win outcomes, so members can clearly see the enormous progress we have made in the past 15 months under this labor-management reset.

Please note: we are not done. We have a number of major issues under negotiations at the local bargaining table. We hope to make substantial progress on them in the coming weeks and months. With your involvement and support, we'll continue the success of the past 15 months and move the University forward towards R2 status and beyond.

SUCCESSSES

of the Labor-Management Reset

- Saved the jobs of 21 colleagues on the layoff list
- Saved the jobs of all 3 Art History colleagues through this AY
- Reduced office hours from 12 to 5
- Eliminated faculty timesheets
- Eliminated winter break and spring break PDDs
- Negotiated \$2500 in compensation for FA 2020 course conversions
- Negotiated \$1250 in compensation and a reduced workload for SP 2021 course conversions
- Created and extended the retirement incentive program (twice)
- Made WKU faculty assessment activities voluntary and got 0.375 TCH compensation for FA 2020, now a permanent settlement.
- Secured 2-year appointments for Lecturers with 5+ years of seniority, the first multi-year contracts for Lecturers ever
- Secured zero Lecturer non-reappointments for all those applying for reappointment for FA 2021
- Secured zero Professional Staff non-reappointments for FA 2021
- Increased faculty promotions by a factor of 2.5%
- Secured 100% of sabbaticals approved
- Secured the rescission of all 28 outstanding disciplinary action
- Negotiated a Letter of Agreement to remove written reprimands from personnel files upon request
- Negotiated a Letter of Agreement creating the Diversity Fellows Program – potentially a model for our sister institutions in diversifying the faculty and scholarship
- Worked with the administration to prioritize the hiring of roughly 50 faculty this fall and many professional staff in critical roles in student support services
- Negotiated terms and conditions surrounding the impact of the University's vaccination mandate to keep members safe
- Advocated for and achieved a mask mandate to help keep members safe



Kean Chief of Staff Audrey Kelly and Presidents Haresign, Weingarten, Repollet, Krupinski & Castiglione

LOCAL NEGOTIATIONS UPDATE

by: Dr. Frank Argote-Freyre

Negotiations on a wide range of issues are underway as the KFT and University work to build the Kean University of the future. President Lamont Repollet has set R-2 status as a priority for the University in the near future. That requires updates to a variety of local agreements including promotions, course loads, sabbaticals, tenure, and reappointment. The lecturers labor under less than desirable conditions and a new agreement is a top priority.

Art History is flourishing at Kean and yet three faculty members in that field still face retrenchment. We are optimistic that will change soon.

As far as the Professional Staff is concerned, there is a need for a merit-based promotions plan moving forward. Plans are also underway for a joint KFT-University training presentation for professional staff managers to insure that they are familiar with all aspects of the master contract and local agreements. A similar presentation to the deans is also being considered.

We signed our first agreement of the 2021-2022 Academic Year on September 22nd. The KFT and University agreed on a compensation plan for faculty review of reappointment and tenure portfolios for the teaching staff at Wenzhou Kean University. Moving forward, all faculty reviewing these portfolios will receive 0.375 credits teaching credit hours (TCH) of compensation per portfolio. In return, the KFT and our statewide Union, the College of New Jersey State College Locals agreed to drop all grievances regarding the prior dispute over non-payment. As of this writing, a second agreement providing for more transparency in the faculty promotion process is close to being concluded.

By the end of this academic year, we hope to achieve better working conditions for lecturers. Our proposal, developed by a committee of lecturers spearheaded by Shannon Case and Will Heyniger, calls for a 30-credit teaching load for 12-month lecturers and a 24-credit teaching load for 10-month lecturers. As part of our proposal, all lecturers would receive three-to-five-year contracts to provide a greater measure of job security.

We are building the foundation of a new Kean University – one in which the contributions of workers are acknowledged and properly compensated. We seek a Kean that is a model of community engagement. We want a Kean known for promoting civil and human rights in the region and worker rights among its employees.



COPE UPDATE

By: Mr. Walter Mack

As this year's election approaches, it is important to recognize the power you have as a voter and union member. The KFT's C.O.P.E (Committee on Political Education) is the vehicle by which your union educates its membership on the important political issues it faces.

One piece of legislation that is of particular importance to our membership, that will be voted on in the NJ legislature after the election, is the Responsible Collective Negotiations Act. This legislation will address collective bargaining rights for employees in state and local government, and public and higher education.

The bill would provide that:

- Public employers would be prohibited from unilaterally imposing or changing any terms and conditions of employment from an expired or expiring collective negotiations agreement without the specific written agreement of the union.
- Electronic signatures of employees may be used for authorization cards and petitions to conduct union representation elections.
- A public employee union may charge an employee who does not pay dues to the union for the cost of representing the employee in arbitration proceedings.
- The union may decline to represent an employee who does not pay union dues in arbitration unless the employee agrees to pay for the cost of representation.
- Only the parties to a collective negotiations agreement may invoke the arbitration procedures of the agreement and be parties to the arbitration.

We must elect and show support for legislators who will support this bill. So what can you do for candidates who support our agenda?



1)Vote

Paper vote from home ballots have already been mailed to your home. You may also vote on November 2nd at your local polling place. A list of labor-endorsed candidates is listed on the following page.

2) Participate in a phone bank

Virtual phone banking is one way labor can harness the power of individualized member-to-member volunteer phone calls while staying safe and comfortable at home. The New Jersey State AFL-CIO Virtual Phone Banks through the Labor 2021 program are coordinated by the county-based central labor councils.

- When: Tuesdays, 9/21/21 – 10/26/21
- Time: 6:00 PM – 8:00 PM
- Zoom link: <https://afclcio.zoom.us/j/89861557253>

Volunteers join in solidarity on Zoom to make the phone calls. Scripts, training, and technical support are provided throughout each event. Volunteers may use their own phones. Tablets are not compatible with the virtual phone system.

3) Participate in a labor walk

The New Jersey State AFL-CIO and the state's Central Labor Councils welcome volunteers who will deliver timely election information to union homes on Saturday mornings from 9 AM to 12 PM.

Labor walks will continue every Saturday through October 30 and on Election Day. Do not miss your chance to come out and join your union brothers and sisters. Help union families become more knowledgeable about our pro-worker candidates endorsed by the New Jersey State AFL-CIO and its affiliated unions.

Visit <https://njafclcio.org/labor-walks> for more details: a calendar of labor walks, complete with contact information, and directions to the starting location.

4) Support COPE by completing a payroll form that shows your support for our contribution efforts by making a contribution to COPE

This is a critical time for labor unions and for our nation as well. Please support COPE and remember to vote either by mail or in person on November 2nd.

ENDORSEMENTS

COUNCIL OF NEW JERSEY STATE

COLLEGE LOCALS

Endorsements 2021

Governor Philip Murphy D-I
Lieutenant Governor Sheila Y
Oliver D-I

District 1

No Endorsements

District 2

Vince Mazzeo Senate D
John J Buzichelli Assembly D-I
Caren Fitzpatrick D

District 3

Steve Sweeney Senate D-I
John J Buzichelli Assembly D-I
Adam Taliaferro D-I

District 4

Fred H. Madden Senate D-I
Paul D Moriarty Assembly D-I
Gabriela M Mosquera D-I

District 5

Nilsa Cruz Perez Senate D-I
William F Moen Jr. Assembly D-I
William W Spearman D-I

District 6

James Beach Senate D-I
Louis D Greenwald Assembly D-I
Pamela R Lampitt D-I

District 7

Troy Singleton Senate D-I
Caro Murphy Assembly D-I
Herb Conaway D-I

District 8

Dawn Marie Addiego Senate D-I
Mark Natale Assembly D-I
Allison Eckel D-I

District 9

No Endorsements

District 10

Emma Mammano Senate D
Garitt Kono Assembly D
Mary Quilter D

District 11

Vin Gopal Senate D-I
Eric Houghtaling Assembly D-I
Joann Downey D-I

District 12

No Endorsement

District 13

Vincent Solomono III Senate D-I
Erin Howard Assembly D-I
Allison Friedman D-I

District 14

Linda R. Greenstein Senate D-I
Wayne P DeAngelo Assembly D-I
Daniel R. Benson D-I

District 15

Shirley K Turner Senate D-I
Verlina Reynolds- Jackson Assembly D-I
Anthony S Verrelli D-I

District 16

Andrew Zwicker Senate D
Roy Freiman Assembly D-I
Sadaf Jaffer D

District 17

Bob Smith Senate D-I
Joseph V. Egan Assembly D-I
Joseph Danielsen D-I

District 18

Patrick J. Diegnan Senate D-I
Robert Karabinchak Assembly D-I
Sterley Stanley D-I

District 19

Joseph F. Vitale Senate D-I
Craig Coughlin Assembly D-I
Yvonne Lopez D-I

District 20

Joseph Cryan Senate D-I
Annette Quijano Assembly D-I
Reginald Atkins D-I

District 21

No Recommendation

District 22

Nicholas P Seutari Senate D-I
James Kennedy Assembly D-I
Linda Carter D-I

District 23

No Endorsements

District 24

No Endorsements

District 25

No Endorsements

District 26

Christine Clarke Senate D
No Endorsements Assembly

District 27

Richard J. Cody Senate D-I
John F McKeon Assembly D-I
Mila M Jasey D-I

District 28

Ronald L Rice Senate D-I
Cleopatra G Tucker Assembly D-I
Ralph Caputo D-I

District 29

Teresa Ruiz Senate
Shanique Speight Assembly D-I
Eliana Pintor Maria D-I

District 30

No Endorsements

District 31

Sandra R Cunningham Senate D-I
Angela W McKnight Assembly D-I
William Sampson D-I

District 32

Nicholas J Sacco Senate D-I
Angelica M Jimenez Assembly D-I
Pedro Mejia D-I

District 33

Brian P Stack Senate D-I
Raj Mukherji Assembly D-I
Annette Chaparro D-I

District 34

Nia H. Gill Senate D-I
Thomas P Giblin Assembly D-I
Britnee N Timberlak D-I

District 35

Nelida Pou Senate D-I
Shayonda E Sumter Assembly D-I
Benjie E Wimberly D-I

District 36

Paul A Sarlo Senate D-I
Clinton Calabrese Assembly D-I
Gary Schaefer D-I

District 37

Gordon Johnson Senate D
Shama A Haider Assembly D-I
Ellen J. Park D

District 38

Joe Lagana Senate D-I
Lisa Swain Assembly D-I
Chris Tully D-I

District 39

Ruth Dugan Senate D
Melina I Iannuzzi Assembly D-I
Karlito A. Almeda

District 40

No Endorsements

Additional Endorsements

Name Local Position

Mike Heller AFT 1904 Bloomfield BOE
Edina Renfro-Michel AFT 1904 Boonton
David Mayer AFT 2373 Gloucester Township
Dr. Dennis Klein AFT 2187 Teaneck BOE
Cindy Simon AFT 1796 Wayne BOE
Frank Rollo AWIU 14 Clayton Council
Sheila Davis CWA 1014 Camden City Council
Timothy Howard CWA 1036 Palmyra Council
Victoria Fisher CWA 1037 Teaneck BOE
Shawn Ludwig CWA 1038 Barrington Council
Nelson Carney CWA 1085 Salem County Commissioner
Harold "Hap" Pry CWA 1085 Woodbury Heights Council
Bridget Devine HPAAE/AFT Bradley Beach BOE
Timothy Eosso IAFF 1197 Monroe Council
Nick Larotonda IAFF S-18 Absecon Council
Ronald Rios IAM TCU Middlesex County Commissioner
Peter Castellano IAM/NFFE/1340 Egg harbor Township
BOE
Michael Soriano IBEW 3 Parsippany-Troy Hills Mayor
Ralph Bartone IBEW30 Seaside Heights Council
Phillip Schocklin IBEW 98 Deptford Council
Matthew Oswald IBEW 102 Riverdale Council
Vincenzo Petti IBEW 102 Bound Brook Council
Matthew Scerbo IBEW 102 Phillisburd BOE
John Biale IBEW 164 Oakland Council
Jake Bruno IBEW 210 Franklin Township Council

Wayne Martiak IBEW 456 Point Pleasant BOE
Daniel Patterson IBEW 827 Seaside Heights Council
Kenneth Haeser IBEW 1820 Weymouth Council
Samuel Fennell IBEW 1820 South Toms River Council
William Lamb ILA 1291 Deptford Council
Timothy Dougherty IUOE 68 Morristown Mayor
James Gorman IUOE 68 Galloway Council
Dahlia Vertreese IUOE 68 Hillside Mayor
Christopher Carney IUOE 825 Sussex County
Commissioner
Sean Noonan IUOE 825 Ringwood Council
James Ledonne IUOE 825 Montaque Committee
Frank Baldorossi LIUNA 172 Florence Council
James Kownacki LIUNA 172 Lawrence Council
Anthony DeSilva LUNA 172 Westhampton Council
Robert Garrison LIUNA 472 Westfield BOE
George Tibbitt Roofers 30 Atlantic City Council
Daniel O'87970Connell SMART UTU Burlington County
Commissioner
Brian Cummiskey SMART/SMWIA 19 Monroe BOE
Charles "Chubby" Whalen UA 9 Hamilton Council
Richard Cheek UA 322 Hamilton Township Council
Theron "Ike" Gandy UBC 255 Middle Township Council
Steven Reyngouldt UFCW 2-D Hasbrouck Heights Council
Farook Hossain Unithere 54 Atlantic City BOE
Robert Damminger USW 943 Gloucester County
Commissioner

CAREY BROWN RE-ELECTED TO THE PERS BOARD

Carey Brown is a career public worker who has been a member of the PERS system for 18 years. In his experience he has been a case worker in Social Services, a shop steward for CWA Local 1080 and for Local 1037, and an investigator with the Division of Taxation. He currently holds a position as Lecturer II, at Kean University, in the Public Administration Dept.

Carey has been a consistent advocate for public workers. After serving two terms on the PERS Board, it was clear that state workers needed someone from the rank and file who understood their issues. Many of us plan to rely on our pension when we retire – and we deserve a strong and outspoken advocate at the table. Carey will continue to be that person.

As a veteran to the PERS Board, Carey has forged alliances with elected colleagues and officials in state government. These individuals helped to maintain the integrity of the fund and fought back the attempts to destabilize it. It is Carey's responsibility as a PERS Board member to be a fiduciary of the pension, to keep the fund safe from instability.



Carey had the endorsements of the NJ AFL-CIO, AFSCME, AFT, CWA and IFPTE, and other unions in his re-election for PERS Trustee. He has a record of working well with them and other union bodies.

The hard work paid off as Carey had a definitive victory over his opponent. Carey won his re-election by a nearly 2-1 margin. He received 5,274 votes to his opponents 2,920. His win in his re-election was greatly due to the efforts of the NJ AFL-CIO, AFSCME, AFT, CWA and IFPTE, and other unions. Carey credits his win for re-election to the PERS Board due to the hard work of his fellow brothers and sisters in public service.

PERS has the responsibility of investing public employees' retirement savings. Carey, as a State Representative to the PERS Board, watches out for the best interests of retirees and future retirees in the State of New Jersey.

Mr. Carey Brown
BIO



KEAN FEDERATION OF TEACHERS

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