



COUNCIL ENDORSES CORZINE FOR GOVERNOR

64 ASSEMBLY CANDIDATES ALSO ENDORSED

On September 16th, at a regular meeting of the Council of New Jersey State College Locals, AFT, AFL-CIO, over 70 elected delegates from eleven locals at our nine State colleges/universities voted unanimously to endorse Jon Corzine for Governor as well as 54 Democrats and 10 Republicans for Assembly races.

The Council's endorsements were based on candidate responses to our Higher Education Survey, our assessment of their public records and their positions on issues of critical importance to our membership. These issues include higher education funding, access, governance, accountability, collective bargaining, equity for adjunct faculty and the preservation of state health and pension benefits.

Corzine accepted the Council's invitation to speak at its September 16 meeting. In his remarks, he stressed his belief in the need for a greater union role in governance and in determining terms and conditions of employment. He expressed support for pending "lame duck" legislation that would add two union representatives to every college/university board of trustees. He also pledged to go beyond the



current practice of corporate-dominated boards by appointing trustees that better reflect New Jersey's diverse population. Corzine's commitment to collective bargaining was evident from his support for legislation that would prevent the state from imposing its final offer on public employee unions and for legislation that would prevent public employers from by-passing arbitration decisions and appealing them to the courts.

Corzine recognized that State college/university "autonomy" has resulted in lack of coordination among our in-

(Continued on page 2)

Council President Nick Yovnello Honored at Rowan University

Dr. Tirupathi Chandrupatia Also Honored

Rowan University honored Nicholas Yovnello with the fourth annual Joseph A. Barnes Award for Outstanding Service to Rowan University at a convocation on Monday, September 19 on the Rowan campus. (Joseph Barnes was an outstanding professional staff person, librarian and union activist at Rowan. At the time of his death, he was vice-president of the Rowan local.)

Sponsored by the Federation of Rowan College Educators (FORCE) our Rowan AFT local, the University Senate, Campbell Library and Friends of the Campbell Library, the

(Continued on page 2)

Also In This Issue

Corzine Unveils Plan For Higher Education ..3
Solidarity Corner
The HPAE slogan says it all— Our Fight
Is Your Fight.....4
Former AFT President Sandra Feldman
Dies at 655
Ann Klopp - New Local President At Thomas Edison State College6
Sarah-Ann Harnick - New Leadership At New Jersey City University7
Adjunct Faculty!
It's Easier Than Ever to Join the AFT8
Council's Web Site and Voice
Win Aftca Awards8

Corzine Endorsement

Continued from page 1



Senator Corzine addressing Council delegates

stitutions and pledged to impose a far greater degree of central oversight and accountability over the nine State colleges/universities.

In response to a question from the floor regarding the status of adjunct faculty, he remarked that significant years of service should be rewarded with enhancements in salary and benefits.

As our US Senator, Corzine has a perfect voting record on AFT and AFL-CIO

issues, including opposition to privatization of social security, strengthening the right of employees to join unions and the defense of Pell Grants.

The centerpiece of Republican candidate Douglas Forrester's campaign is his promise to reduce property taxes by 30% in 3 years. Property taxes finance public education (K-12). Radical cuts tax cuts without provision for alternate revenue sources would harm our public schools, drive up the State budget deficit and inevitably reduce the State's ability to fund public higher education.

The Council's endorsement of Jon Corzine for Governor has been announced jointly with our new AFT affiliate, the Rutgers University AAUP. It follows an endorsement of Corzine by the NJ State AFL-CIO.

The Council also endorsed 64 Assembly candidates. In order to insure that these pro-higher education and pro-labor candidates are elected, more than voting is required. Your locals may be calling on you to par-

ticipate in "labor to labor walks" (i.e., canvassing union households on Saturday mornings), phone banking and related activities. Please respond as if your pension and health benefits and rights as public employees and educators are at stake—because they are.

— • —



Council Pres. Nick Yovnello, Senator Corzine & AFT Local 1904 (MSU) Pres. Dierdre Glenn Paul

Yovnello Honored at Rowan University

(Continued from page 1)

Barnes Award honors a member of the Rowan community who has made exceptional service contributions to the University.

Nick has been a librarian at Rowan for 36 years, currently serving as professor/assistant director of Library Services. He chaired the University Senate's ethics committee for seven years and also chaired the sabbatical leave, tenure and recontracting and budget committees. He has served on the University Senate for an unprecedented (25 years) and has been an AFT member, even longer, for 33 years. Nick is the only person ever elected to both Senate and local union president at Rowan.



For the last six years, Nick has been President of the

Council of New Jersey State College Locals and he recently was elected for a fourth term. He also has been a member of the American Federation of Teacher's National Higher Education Program and Policy Council for six years.

Nick has interests outside higher education as well. He has volunteered for the New Jersey Council on Adult Literacy and was one of the founders of the Lindenwold Public Library; he chairs the Elk Township Planning and Zoning Board; and he serves as a Gloucester County Democratic Committeeman.

"Nick is one of the finest individuals I have known," commented Karen Sieftring, current president of FORCE and assistant to the Dean for Student Advisement. He is a great champion of the teaching and scholarship missions of the University. "In addition to helping the institution function professionally and effectively, he has brought resources and publicity to Rowan University as well as to all the state colleges of New Jersey. Through this distinguished service, he has contributed to the institution's national profile."

In an interview that appeared in the Philadelphia Inquirer, Nick said that "I was very pleasantly surprised to be given the Barnes Award... I was very close friends with Joe and first came to know him as a student in my library science

Continued on page 7

CORZINE UNVEILS PLAN FOR HIGHER EDUCATION

Democratic candidate for governor, Jon Corzine, has presented a plan for broadened access to higher education in New Jersey. Called the "Affordable Opportunities Initiative," it would expand tuition assistance, offer student loan relief and provide incentives to keep more students studying and eventually working in New Jersey. "Higher education does not simply benefit the individual," Corzine said. "It benefits the state. If we use our educational resources strategically, we can enlist our system of college and universities into a broader strategy to grow our economy and make our state more affordable."

The plan has a number of components. On the top of the list is a pledge to create an additional 10,000 Tuition Assistance (TAG) Grants for low and moderate income students. Today approximately 61,000 students receive these grants. They average \$3,400 per student, but many eligible students are turned away for lack of funding. Corzine's proposal for a 17% increase in TAG would be the largest single increase in our state's history.

To further insure that low income does not disqualify students from seeking a higher education, Corzine guarantees full funding for the TAG program. Currently thousands of students do not get the full grant they are eligible for, simply because there is no money available. This inequity hurts poor students and prevents some from attending college at all. With tuition costs rising, Corzine recognizes the need for TAG to keep pace.

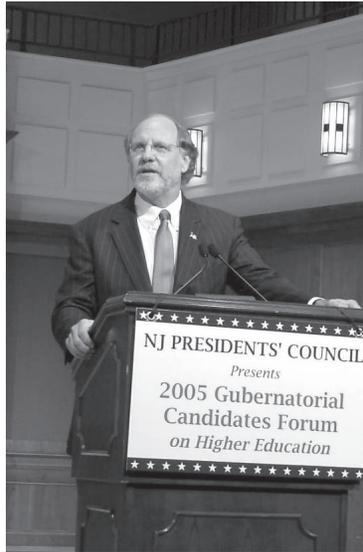
More than 40% of New Jersey's high school graduates leave the state to go to college, decreasing the likelihood that they will return to work here. To deal with this "brain drain," Corzine would create a range of programs to:

- 1) provide up to \$1000 in tax credits (\$5,000 over 5 years) for New Jersey high school graduates who attend college in other states but return to New Jersey to work in critical fields such as nursing, child care, first responders and teaching high school math and science;
- 2) forgive \$1000 in student loans (\$5,000 over 5 years) or provide up to \$1000 in tax credits (\$5,000 over 5 years)

for New Jersey college graduates who work in these same high need sectors; and

- 3) create 1,000 merit-based scholarships, at an average of \$5000 annually, for outstanding New Jersey high school graduates who pursue their higher education within the state.

He also proposes to provide tuition assistance to children and other dependents of veterans who served in Iraq and Afghanistan.



John Corzine speaking at Higher Education Issues forum held at TCNJ

As a US Senator, Corzine has been a leading advocate for increasing funding for student aid, including Pell Grants. His AFT voting record, which includes issues such as tax cuts for upper income brackets, prescription drug coverage, school vouchers and funding for school aid, is 100%. He is a prime co-sponsor of the Employee Free Choice Act, which would eliminate many obstacles now faced by unions in attempting to organize. In discussions with Council leadership, he has voiced strong support for collective bargaining and the preservation of state employee health and pension benefits.

The Republican candidate for Governor, Douglas Forrester, does not have a fully developed position on issues of access and affordability in public higher education. According to his web site, "the federal government can help parents by increasing

the amounts parents can invest in Educational IRA's." He believes that capacity must be expanded to accommodate more students and proposes "public-private partnerships with industry to guarantee construction of adequate space for higher education purposes." As Governor, he would appoint "high level corporate executives to the Boards of the state colleges and universities so these executives can share their expertise and business acumen."

Jon Corzine, on the other hand, supports legislation that would place two union representatives on the board of every state college and has pledged to appoint trustees that reflect the diversity of New Jersey's population.

— • —

NOT A MEMBER YET? BECOME INVOLVED!

Make your voice heard in the workplace by joining the union today. Occupational Liability Insurance comes with membership!

Visit your local office for a membership card or visit the council's website (www.cnjscl.org) for membership information.

SOLIDARITY CORNER

HPAE's slogan says it all— OUR FIGHT IS YOUR FIGHT

We want good nursing care and a fair contract for these valued professionals!

Over the summer, Council staff and members attended various demonstrations and rallies in support of our AFT affiliate, HPAE Local 5091 (Hospital Professionals Allied Employees), in its protracted negotiations battle against the Bergen Regional Medical Center (BRMC) in Paramus.

HPAE is an affiliate of AFT Healthcare, the health care division of the American Federation of Teachers. HPAE represents nearly 10,000 healthcare workers in New Jersey and represents 425 employees at BRMC. A previous Bergen County administration privatized the hospital and the company that runs it is based in Colorado. Ever since the privatization, the public and HPAE have been paying the price.

On June 2, the nurses and health care professionals went on strike after mediation talks that occurred throughout most of June yielded no real progress. The lack of movement stemmed from management's refusal to address real health care issues of safe staffing, work rules and fair wages and benefits. Management's only economic proposal would have meant a reduction in the shift differential pay for most HPAE members. Management also had insisted on a three-year contract and had rejected binding interest arbitration. BRMC was a lone holdout in contract negotiations after five other hospitals in the area settled by late spring.

Council staffers traveled to Paramus with food and beverages to sup-

port and picket with HPAE employees. SEIU 32BJ also walked the picket line in support of the striking employees.

Contract Agreement Reached

On June 23, the nurses and health professionals at BRMC went back to work after reaching a contract agreement with the hospital. "We have moved forward in our goals of achieving safe



HPAE demonstrators at Bergen Regional Medical Center

staffing and retaining our experienced caregivers," said HPAE president Ann Twomey. "The nurses and health professionals at this hospital took on a fight against for-profit healthcare and for safe staffing - and emerged stronger than ever." The Bergen Local is one of 10 locals participating in HPAE's "One Voice" campaign, in which affiliates aligned their contract expiration dates to focus on such issues as staffing, pensions, salaries and retiree health benefits. Throughout the 20-day strike, the union had the support of the community and state and federal lawmakers, including State Assemblywoman Loretta Weinberg and U.S. Representative Steve Rothman, both of whom are Democrats. In addition, the New Jersey

Commissioner of Labor announced that the strikers would be eligible for unemployment benefits.

I Defend Quality Care — So Sue Me

On a hot summer afternoon, wearing buttons and carrying signs announcing "I Defend Quality Care — So Sue Me," more than one hundred HPAE members were once again picketing in front of BRMC. Council staffers Bennett Muraskin, Debra Davis and Mark Heter and Council delegate Hank Frundt (Ramapo) joined them, along with labor and community leaders and elected officials, in a public display of union solidarity in support of HPAE President Ann Twomey. Twomey is fighting a lawsuit that BRMC filed in April, claiming "tortious interference with the hospital's business."

The lawsuit is commonly referred to as a "SLAPP" suit (Strategic Lawsuit Against Public Participation), which is meant to silence individuals who speak out against corporate policies. In Twomey's case, the suit arose after she and other HPAE members testified before public bodies about the poor quality of patient care at the hospital. HPAE representatives claim that this suit is an effort to gag the voices of patient advocates, consumers and even elected officials who criticize hospital management. At the rally, Twomey affirmed that "... speaking up for our patients and our members is both our right and our responsibility as health professionals and we will continue to do so."

Twomey and the HPAE are not alone in their struggle. They have strong support from the newly formed *Committee to Defend Quality Health Care*. This defense committee is comprised of labor, community and elected officials. Laurel

(Continued on page 6)



Former AFT President Sandra Feldman Dies at 65

Former AFT president Sandra Feldman, a lifelong advocate and activist for civil and trade union rights, died September 18 at her home in New York City after a three-year battle with breast cancer. She was 65.

“Sandy’s death is a great loss for the AFT personally and professionally,” said AFT president Edward J. McElroy in a statement. “She was a leader without comparison.” When Feldman was elected AFT president in 1997 after the death of Albert Shanker, she became the first female president of the union since the 1930s. Her election to the AFT’s top post followed a distinguished 30-year career with the United Federation of Teachers in New York City, including 11 years as UFT president.

Feldman’s roots in a working-class neighborhood in Brooklyn, N.Y., shaped her lifelong commitment to expanding educational opportunity, serving the needs of disadvantaged youngsters and fighting for more resources in urban schools. She was widely recognized as an authority on urban education, and her long-standing commitment to social justice dates back to her involvement with the early civil rights movement, both in New York and nationally, when she was arrested during the Freedom Rides and other protests in the 1960s.

During Feldman’s tenure as president, the AFT grew by more than 365,000 new members, or 38.6 percent—the largest growth in a seven-year period in the union’s history—passing the 1 million mark in 1998 as the AFT adopted new initiatives to foster a “culture of organizing” within the union. As AFT president, she also served on the AFL-CIO’s executive council, chairing the AFL-CIO’s Committee on Social Policy and serving on numerous other committees of the council.

Among her key initiatives as AFT president was a call for universal access to preschool for children, which she championed at the AFT’s QuEST conference in 2001. A year later at the union’s 2002 convention, she outlined the first step toward achieving this, urging Congress to provide funding for a “Kindergarten-Plus” initiative that would help schools offer an extended year of kindergarten for disadvantaged youngsters to help close the achievement gap.

Feldman was also a strong advocate for the rights and concerns of nurses and health professionals, working to bring public attention to the national nursing shortage, patient rights and adequate staffing levels in healthcare facilities.

A strong proponent of civic education and democracy in the international arena, Feldman served as a vice president

of Education International. She frequently spoke out on human rights issues abroad, condemning terrorism and repression of human and worker rights around the world—from China to Colombia, from the Soviet Union to Sudan.



Sandra Feldman was born in New York City and educated in its public schools, including James Madison High School and Brooklyn College. She earned a master’s degree in English literature from New York University. A former teacher and UFT chapter leader at P.S. 34 in Manhattan, Feldman rose through the ranks of the union to executive director, a post in which she supervised all aspects of the union’s work. In 1983, she was elected secretary of the UFT, the union’s second highest office,

and was elected president in 1986, succeeding her longtime mentor and friend Albert Shanker.

Prior to becoming AFT president, Feldman also was a vice president and member of the national union’s executive committee.

In 2004, Feldman decided for health reasons not to run for reelection as AFT president and stepped down at the union’s convention that year. She was named AFT president emeritus and continued to serve on the boards of numerous organizations, including the Child Labor Coalition, the Albert Shanker Institute, the Council on Competitiveness, the International Rescue Committee and the A. Philip Randolph Institute.

Feldman was remembered on September 19 at an impromptu gathering of AFT staffers at the union’s headquarters, where secretary-treasurer Nat LaCour, executive vice president Antonia Cortese and others paid tribute to her (president McElroy was traveling on AFT business). LaCour, who announced that a memorial service would be held at a later date, described Feldman as an “outstanding” unionist and leader who was “truly respected by all the people she came in contact with, both nationally and internationally.” Cortese, who first met Feldman in 1971 during the New York merger of the AFT and NEA, said, “Sandy had a wicked sense of humor and selflessness about her.” She praised Feldman’s “commitment and optimism,” her belief in public service and “her love for the UFT and AFT.”

Feldman is survived by her husband, Arthur Barnes; a brother, Larry Abramowitz of New York City; a sister, Helen Berliner, of Wylie, Texas; and two children and two grandchildren of Mr. Barnes.

— • —

ANN KLOPP - NEW LOCAL PRESIDENT AT THOMAS EDISON STATE COLLEGE

Ann Klopp became President of AFT Local 4277, Thomas Edison State College on July 1, 2005. She graduated from St. Joseph's University in Philadelphia. As a member of Alpha Sigma Lambda (National Honor Society for Nontraditional Adult Students), she acquired empathy for adult students. She began working at Thomas Edison State College, which primarily serves adult students, seven years ago. She was hired in the MIS department as a Systems Coordinator to help implement and support the College's new Student System.

Ms. Klopp began attending our AFT Local 4277 monthly meetings about six months after starting at TESC. Over the years, she served on some of the Local ad hoc sub-committees, organized to resolve specific issues (College IT Policy and air quality/climate control improvement). She ran for Local Treasurer once, but lost in a close vote. Not to be deterred, she ran for Local President this year, won, and began her term on July 1, 2005.

AFT Local 4277 has a brand new slate of officers. All of them have worked very hard to get up to speed and to begin to implement changes based on feedback from their membership as well AFT National "Member in Good Standing" requirements. Local 4277 recently formed a Local Health and Safety Committee and has also made improvements to their Local budget process.

Annie, as she prefers to be called, is also a champion golfer.

According to outgoing president Donald Trucksess, "This past year Local 4277 at Thomas Edison State College held their elections in February to enable the newly elected President to get "her feet wet." Ann Klopp participated in many meetings with the college administration and by the time July 1 rolled around, she was ready! Working with Ann was a rewarding experience for me. Based on three months' deliberations, discussions, phone calls, exchanges of e-mails, I can say with certitude Ann will be an asset to the Union. The members should find themselves pleased with her efforts and she has already presented herself as creative and energetic, considerate and far reaching. She will do well."



Outgoing Local 4277 President Don Trucksess wishing Ann Klopp success as new Local 4277 President

- • -

SOLIDARITY CORNER

(Continued from page 4)

Brennan, Secretary-Treasurer of the NJ AFL-CIO announced the committee's formation during the rally. After Brennan made the announcement, her message to BRMC management was, "you have seriously misjudged your adversaries." Council President Nicholas Yovnello is a committee member and promised the Council's support, stating, "Bergen Regional Medical Center's law suit is an insult to quality health-care for the citizens of New Jersey."

HPAE is also receiving help from New Jersey Assembly members. In reaction to the BRMC SLAPP suit, the

Assembly passed anti-SLAPP legislation, A-1077 sponsored by Assembly members Loretta Weinberg (D-37) and Joseph Cryan (D-20). This bill provides broader protection to SLAPP suit victims. In a show of bipartisan support for Twomey and the HPAE, Republican Assemblywomen Charlotte Vandervalk (R-39) called the SLAPP suit "a thinly veiled attempt to intimidate each and every one of us from exercising our Constitutional right of free speech." Assemblywoman Joan Voss (D-38) also spoke at the rally.

HPAE's slogan says it all.

OUR FIGHT IS YOUR FIGHT!!

- • -



Council staffers Bennett Muraskin & Debra Davis at HPAE demonstration.



NEW LEADERSHIP AT NEW JERSEY CITY UNIVERSITY

In May 2005, Sarah-Ann Harnick was elected President of Local 1839, our local at New Jersey City University. She took office on July 1, 2005 and is the second professional staff person to serve as local president outside of the Thomas Edison State College, which has no faculty. Karen Siefring, President of Rowan FORCE Local 2373, is the other.

Sarah-Ann Harnick is a student affairs professional with over twenty years experience in the field. She started her career at Jersey City State College (now New Jersey City University) in 1988. Her major responsibility is the daily operation of the Gilligan Student Union. One of her all-time favorite projects was designing and outfitting the Student Government complex on the first floor.

Ms. Harnick has served as the Tower Yearbook advisor since 1990 and was the advisor to campus radio station WGKR earlier in her career. Other campus activities have included serving as co-founder of "Gifts from the Heart", a student affairs division project which provides clothing and toys to Jersey City children and families in need. Ms. Harnick is a frequent educational session presenter at regional and international conferences of the Association of College Unions International. In No-



Outgoing NJCU Local 1839 Pres.
John DeBrizzi with President
Sarah-Ann Harnick

vember 2002, she received the Joseph H. Benedict Service Award from ACUI Region 3.

About 5 years ago, Ms. Harnick was encouraged to become a union officer by Bob Arey, long time local leader, Council delegate and the Council's first Staff Representative. Jumping right in, she became Local 1839's Vice-President for Professional Staff and Librarians. Her greatest accomplishment was to serve on the Local 1839 bargaining committee that negotiated a Performance-based Promotions Agreement with the University. This Agreement features a professional staff promotions committee empowered to make recommendations directly to the President.

During negotiations for our current State-Union Master Agreement, Ms.

Harnick was a member of the bargaining team. She also had the privilege of being chosen to attend AFT's Higher Ed New Leaders' Conference.

Ms. Harnick became a Council delegate 3 years ago. In 2003 she was elected Professional Staff Representative and became Chairperson of the Council's Professional Staff Committee. Iris DiMaio of William Paterson University, Local 1796, was elected to succeed her at the September 16, 2005 Council meeting.

Ms. Harnick earned a Bachelor of Science degree from SUNY. Brockport (music major, theatre minor) and a Masters of Fine Arts (arts administration) from the University of Texas-Austin.

Jon DeBrizzi, outgoing Local 1839 president, commented, "Some years ago, I suggested to Sarah Harnick that she should consider becoming local president. She was a long-time, active member who impressed me with her ability, commitment, intelligence and energy. Therefore, it was evident that Sarah could be an outstanding leader for us in the future and now her time has come. We, in Local 1839, anticipate that she will serve with distinction."

- • -

Yovnello Honored at Rowan University

(Continued from page 2)

courses...[where] he was one of my best students. When he came back as a staff member, we were active in a lot of the same academic governance activities on the college senate and as union officers."

Nick also noted that he graduated from Glassboro State College (Rowan's original name) and that he could not have done so without partial scholarships and working multiple summer jobs. This experience reinforces his commitment to a quality affordable system of public higher education for all New Jersey citizens.

On the same occasion Nick was honored, Dr. Tirupathi Chandrupatia, professor of mechanical engineering at

Rowan, received the 2005 Lindback Distinguished Teacher Award. He joined the faculty in 1995 and was the founding chair of Rowan's mechanical engineering program. Dr. Chandrupatia is the author of three textbooks in engineering and has also written a book of poetry.

The entire Council extends its congratulations to both Nick Yovnello and Dr. Chandrupatia.

- • -



Adjunct Faculty! — It's Easier Than Ever to Join the AFT

This fall, your paychecks reflect a salary increase to \$850 per teaching credit hour; in January 2006, the rate increases to \$900. Effective September 2005, adjunct faculty who have taught 16 or more semesters receive an additional \$25 per credit. Keep up the momentum by supporting AFT's efforts on your behalf. Build on our contract gains by becoming an AFT member.

To make it easier for you to join the Union, the Council created a new, easy-to-complete membership card. It's simpler to fill out and easier to understand. Join today to start enjoying full AFT membership rights and privileges – including AFT Plus! You can pick up a card at your campus AFT local office or request a card by calling the Council office at 908-964-8476. You can also request a membership package from our website at www.cnjscl.org.

AFT membership is easier and better than ever!

NEED HELP WITH MEDICARE ISSUES?

Check www.aft.org for NEW! Medicare Interactive which provides info about the Medicare drug benefit and other Medicare issues. The direct link to this interactive site is: <http://www.medicareinteractive.org/page2.php?topic=counselor>



COUNCIL'S WEB SITE and VOICE WIN AFTCA AWARDS

Every year the AFT Communication Association (AFTCA) holds a journalism contest and then presents awards to its member locals for their efforts in fostering communication between other AFT locals and promoting union solidarity within the labor movement. After learning about the contest, the Council submitted its website and an article about professional staff from the March 2005 *VOICE* issue for consideration in AFTCA's Class II category.

We are pleased and proud to announce that at its annual conference in July, AFTCA presented the Council with a First Place Award for Best Web Site in its class and an 2nd place Award of Merit for Best Feature Story in its class.

The Council's website has certainly earned this distinguished awards. Over the last few years, under the creative

guidance of managing staff representative Steve Young, CNJSCL.ORG has become as one AFTCA judge noted, "an interesting and well-maintained site." Our website received high grades for easy pop-up navigation, having a user friendly search tool and above all, "a great deal of no-nonsense job-related content." The judges also praised the fact that we have archived our *VOICE* publications online in PDF format and that we use CAPWIZ to get members to be proactive on our local and state legislative issues.

The Council earned a second award for Best Feature Story in its Class from a March 2005 *VOICE* article titled, "Professional Staff Promoting Ourselves." This story came about when Council staff asked Iris DiMaio, an Assistant Director in the Continuing Education and Distance Learning Center at William Paterson University, to contribute

a *VOICE* story about her successful application for a Performance Based Promotion. The AFTCA judges praised Iris's article for not only providing specific details on procedures but also for writing about the personal aspects of 'promoting' herself. Iris, stated the judges, told a "fine firsthand account... very personal with lots of good, practical advice; the writer has taken ordinary dull events... and turned them into a moving narrative."

Council President Nick Yovnello commented, "I'm pleased to see the Council has made enormous strides in improving our ability to communicate with members. I'm also happy that Iris DiMaio's article received well deserved recognition from the AFTCA." Steve Young attended the July Conference to receive these awards on behalf of the Council.