

It's Turning Out To Be One Heck of a Year (and it's far from over)

President's Report Nicholas C. Yovnello



We began 2006 with a new Governor facing a huge State debt that had built up over many years, improperly funded public worker pension plans and continuing discovery of scandals at UMDNJ. As Governor Corzine began to develop his State budget, many things became clear. The citizens of New Jersey were

going to have to pay for the legislature's past sins of omission, political patronage and unwillingness to grapple with the State's financial problems at its early stages. Added to this mix was the Governor's and legislature's increasing awareness that there is not enough oversight or accountability over our State's public higher education institutions.

As a result of all of these elements, budget battle lines developed after the Governor submitted his budget – one that for the first time in many years was designed to begin to fix the financial mess our State has been in for far too long. The UMDNJ scandal was the catalyst for the drastic cuts in his line items for the State's Colleges and Universities. At the Assembly's Budget Committee's higher education roundtable, State College/University representatives were repeat-

edly grilled about the size and salaries of upper management, tuition hikes and graduation rates. Further volatility was added to the budget process by a groundswell of public opinion demanding decisive action to grapple with the State's excessive property taxes.

When the Council, Rutgers AAUP-AFT and CWA met with the Governor to urge restoration of the higher education funding cuts, he made it clear that he hoped the legislature would agree on new funding sources to restore as much as possible to the higher education under this more austere budget. While the problems at UMDNJ were the catalyst for the cuts, the Governor was sending a powerful message to the management of all the public colleges and universities that they needed to clean up their act and reorder their priorities, without forcing students and non-managerial employees to pay for their sins.

Throughout the budget battle, the Council and our higher education union allies intensely lobbied legislators from both parties to restore funding. (Your COPE dollars at work.) Simultaneously, three renegade Democratic legislators using misleading and inaccurate data declared that public employee salaries, benefits and insufficient productivity were a major cause of NJ's budget problems. These legislators widely publicized their views, and have since introduced legislation to implement their draconian proposals. Fortunately, a majority of the Democratic legislators and all of the party leadership disagrees with their position. The Governor and legislative leadership have stood firm in their commitment that the collective bargaining process, and not legislation, is the proper and ethical way to deal with issues impacting public employees and their unions.

So where does this leave us? The Council and Rutgers AAUP-AFT were successful in obtaining some of the restored salary funding cuts and all of the benefits cuts. Governor Corzine has proposed beginning State public worker negotiations early in the hope of concluding them before he submits next year's budget. This way, he will have a much better idea of the costs that the State would be obligated to incur, rather than propose a budget that did not incorporate these costs. As of this writing, several public employee unions have already had their initial meeting with the State's negotiators. The Council and its Locals representatives are meeting to develop bargaining proposals, so that we will be prepared when we sit down with the State. Meanwhile, the

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Council's Efforts Help Restore Partial NJ Higher Ed. Cuts

On March 28, the Council testified before the Assembly Budget Committee at a hearing in Collingswood, NJ. Also testifying were Rutgers AAUP-AFT President Lisa Klein and NJ AAUP President Judith Johnston. Jon Erickson gave similar testimony the following week to the Senate Budget Committee. The Council distributed "FLUNKING OUT - New Jersey's Support for Higher Education Falls Short," a NJ Policy Perspective report that AFT NJ and AFT commissioned to urge law makers to create a source of dedicated funding for NJ higher education. The report is available on the Council's web site at www.cnjscl.org.

In their testimony, all three unions opposed the budget cuts and discussed the negative impact the cuts would have on students. The Council also launched an email campaign where approximately 1,536 activists contacted their legislators urging restoration of higher education funding. The Council spent a considerable amount of time contacting legislators and appearing in Trenton during the entire budget process.



L. to R. Jon Erickson (KU), Pete Guzzo, Patrick Nowlan (Rutgers AFT), Debra Davis (Council Staff), Norman Markowitz (Rutgers-AFT), Sarah-Ann Harnick (NJCU) & Anne Kretzmann (Rutgers-AFT) lobbying in Trenton

amount to an additional \$122 million (\$80 million for growth in fringe benefits and \$42 million in salary increases).

The budget proposal states that "The senior public institutions have several options available to offset the fiscal 2007 reduction in State support," namely scaling back or eliminating "low priority or duplicative programs," implementing "operational efficiencies" and increasing "non-State revenue." How could this be done? The only example provided is a four-year phase-in of higher tuition for out-of-state undergraduate students, which would yield \$5.7 million in FY 2007. That is \$5.7 million out of a cut of at least \$143.5 million. Is there anyone in this room who believes that scaling back or eliminating "low priority or duplicative programs" and implementing "operational efficiencies" could save the remaining \$137.8 million?

The Council thinks that we all know the inevitable result of these massive budget cuts will be some

combination of dramatic tuition/fee increases for New Jersey's own students, deep cuts in essential services, layoffs in a range of programs and departments that are already understaffed and further abandonment of deferred maintenance. There has to be a better way.

The Council has argued in the past and continues to assert that there are savings that can be realized by controlling institutional spending for superfluous managerial positions, excessive managerial salaries and debt service incurred by irresponsible bond issues; however, that would require the State to assume far greater control over the operations of the senior public institutions than our current de-centralized system of higher education governance allows. Under current circumstances, if it is left up to the Boards of Trustees where to make the spending cuts, the results could be disastrous for both non-managerial employees and students alike.

One also might argue that the senior public institutions can attempt to increase private fund-raising, but that is only speculation and what if these attempts fall short? Further, private funds are typically dedicated to specific programs or projects rather than to general operating expenses.

New Jersey students already pay among the highest tuitions in the nation for attending public state colleges and universities. Our new Governor and most of you, our legislators, have consistently supported expanding access to public higher education. Please think of the consequences of this

STATEMENT TO ASSEMBLY & SENATE BUDGET COMMITTEES

Mr. Chairman and members of the Committee, thank you for the opportunity to address you today. The Council of New Jersey State College Locals – American Federation of Teachers, AFL-CIO, represents over 7,500 faculty, professional staff and librarians at the State's nine senior public colleges and universities.

We view the severe budget cuts to higher education as a regressive and draconian approach to balancing the State budget. It appears that the entire public higher education sector is being punished because of gross mismanagement at a few of our institutions, namely UMDNJ. These cuts primarily punish students, faculty and other non managerial employees and this is not the way to correct abuses.

Two weeks ago we testified before the Assembly Higher Education Committee and indicated that we supported a series of bills currently in the legislature, which are aimed at restoring greater State oversight of our institutions; they are measures that would curb abuses and mismanagement when they exist. The Council is committed to working with you to solve the problems that our institutions face and to keep tuition affordable without sacrificing quality education.

The budget before you proposes to significantly reduce the State's appropriation to our senior public institutions by 15.1 %. In addition, the budget provides flat funding for senior public college fringe benefits and no funding whatsoever for senior public college salary funding, which together

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COUNCIL LOCALS JOIN IN MASSIVE PUBLIC EMPLOYEES RALLY IN TRENTON SUPPORTING GOVERNOR CORZINE'S BUDGET

On a very hot and humid day, approximately ten thousand state and local government employees rallied in Trenton on June 19 in front of the State House Annex in support of Governor Jon Corzine's proposed budget, in particular, its \$1.1 billion contribution to State pension plans. As a single engine plane circulated overhead trailing a banner urging support of the Governor's budget, diverse union leaders and State legislators from both parties proclaimed the importance of retirement security and the sanctity of the collective bargaining process. The theme throughout the rally was **a deal is a deal!**



phased that since previous administrations in Trenton starved the pension fund for 10 years, it should not be the workers who should pay the price. Governor Corzine addressed the crowd and thanked the public employee unions for their support. He also pledged to honor state employee contracts and restated his opposition to any mid-contract employee give-backs. He concluded by insisting that he would not back down from his proposal to fund the pension system.



Governor Corzine addresses the rally

Rally speakers responded to calls by a few Democratic State legislators for state employee unions to accept a 15% cut in their salaries and benefits mid-term in their contracts. They em-

phasized that since previous administrations in Trenton starved the pension fund for 10 years, it should not be the workers who should pay the price. Council affiliate Locals and Rutgers AAUP-AFT also turned out in a show of solidarity. Recognizing that the budget does not do justice to higher education, AFT members and staff from Council and Rutgers AAUP distributed thousands of flyers calling for the restoration of funding. Rutgers AAUP/AFT President Lisa Klein also

raised this issue from the platform as the final speaker. She reiterated to rally goers that higher education unions were facing layoffs, attempts to re-open collective bargaining agreements and wage freezes. She also reminded the crowd that cuts to higher education would drive up tuition, which is already too high. The only long-term solution to tuition inflation is for the State to find

a secure funding source to guarantee that higher education is permanently removed from the chopping block.

Among the many other unions represented at the rally were Communications Workers of America (CWA), American Federation of State, County and Municipal Employees (AFSCME), Locals 194 and 195 of the International Federation of Professional and Technical Engineers (IFPTE), various Firefighter locals and the New Jersey Education Association. NJ AFL-CIO



KFT Pres. Maria Rodriguez, Mark Heter (Council staff) & Muroki Mwaura (WPU & Council Treasurer)



NJ AFL-CIO Pres. Charles Wowkanech

President Charlie Wowkanech, in addition to hosting the rally and introducing all the speakers, encouraged the crowd to keep up the pressure by contacting their legislators.

It was not until July 8, after a week long partial State shutdown, that a final budget was approved. As part of the fi-



MSU Local 1904 delegation

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“COUNT ME IN!” Theme of July ‘06 AFT Convention

“Count Me In!” was the theme of the year’s AFT national convention that took place in Boston from July 20-23. From political action and organizing to professional development and disaster relief, delegates were encouraged to engage their members at the grassroots level.

In his keynote address before over 4,000 delegates and guests, AFT President Edward McElroy stressed the importance of getting our members involved in political action and organizing. He urged delegates to return to their locals prepared to undertake an unprecedented effort to activate the rank-and-file.



AFT President Ed McElroy

There are powerful interests

at work in America today that aim to destroy every shred of economic, political and social decency won by working Americans over many decades, McElroy warned. These attacks can only be stopped, he said, if each and every union member is willing to stand up and be counted. The immediate and long-term problems facing AFT highlighted by McElroy included the NLRB case that would strip charge nurses of their union rights, federal budget cuts and attacks on free speech in higher education and the loss of collective bargaining rights for public employees in Indiana, Kentucky and Missouri. AFT has already begin several projects aimed at combating these attacks, such as the Activist for Congressional Education (ACE) program that builds long term relationships between local activists and their Congressional representatives and the AFT e-Activist program, which uses new technology to allow members to quickly and directly communicate with lawmakers. “We are going to continue to develop this grass-roots political mobilization,” McElroy pledged. “There is no other way to achieve what our union needs to do.”



L. to R. Chrysoula Fantosolakis, Jon Erickson & Maria Rodriguez (KFT), & Sarah-Ann Harnick & Ivan Steinberg (NJCU)



Alma Johnson-Laster & Alice Malone (TESC)



John Krimmel (TCNJ)

Convention delegates were given a crucial take-home assignment by



Toni Jennings & Lori Block (Rowan),



Council delegates at COPE reception

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“COUNT ME IN!”

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Richard Grupenhoff (Rowan) rallies Council delegates



Force Retirees Chapter (Rowan) delegates Mel Moyer & Rose Glassberg

Nat LaCour AFT Secretary Treasurer who asked them to return to their locals prepared to generate a new spirit of member activism. “Those of you here today are already doing so much, but if you can do just a little bit more, the

effect will be magnified a hundred times. This means volunteering for organizing or political action campaigns...By engaging all members at the grass roots, we must turn non-members into members, members into activists and activists into leaders.” He urged delegates to jump into the Count Me In program www.aft.org/countmein by pledging to partic-



Sarah-Ann Harnick, Pres. NJCU Local 1839



Dierdre Glenn Paul, Pres. MSU Local 1904



L. to R. Kathleen Henderson, John Tooker, George Pierson (KUAFF) Francine Widrich (MSUAF) & far right - Lillian Kartischko (KUAFF)

ipate in one or union-building activities. “Count Me In is more than a chant, it’s a commitment to membership involvement,” LaCour said. “We need the entire union movement to accept the volunteer spirit.”

Guest speaker Senator Ted Kennedy inspired the convention delegates as he vowed to continue the battle to fully fund the No Child Left Behind Act, reject private school vouchers, increase the minimum wage and provide decent health care for all Americans. In recognition of Senator Kennedy’s decades of progressive public service, President McElroy presented him with a lifetime AFT membership card.

Focusing on New Jersey, AFT delegates sent a resounding message of support to HPAE nurses on strike against Englewood Hospital for safe staffing levels, flexible shifts and secure pensions. After the con-



Karen Siefring, Pres. FORCE-Local 2373 -Rowan

vention, HPAE settled the strike on terms highly favorable to its membership.

Three of the Council’s Local presidents were included in an impressive multimedia display called “AFT’s Everyday Heroes”. This display was a celebration of the many individuals who make up the union and whose work

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“COUNT ME IN!”

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Maria Rodriguez, Kean Fed. of Teachers Local 2187, speaking at higher ed. sector meeting.

contributes immensely to the communities they serve. Those presidents were Karen Siefring, Rowan FORCE Local, Dierdre Glenn Paul, MSU Local 1904 and Sarah-Ann Harnick, NJCU AFT Local 1839.

The convention adopted a resolution relating to a commission established by Secretary of Education Margaret Spellings to study the future of higher education.

It urges the commission to support new funding for need based financial aid, call on states to restore funding for higher education, protect students against fraud and abuse at for-profit institutions and reject the imposition on faculty of standardized testing. Responding directly to workforce issues, the resolution called on the commission to recommend “bold action” to reverse the erosion of full-time tenured fac-

ulty positions, and to combat the overuse and exploitation of part-time/adjunct faculty and graduate employees.

Addressing US foreign policy, the convention adopted a resolution declaring the AFT in opposition to the war in Iraq and in favor of the swift withdrawal of all US forces.

Two days prior to the convention the AFT Communicators Network Conference held two days of highly informative seminars. There were also numerous sector meetings held during the convention. Council Locals were well represented during the entire AFT Convention.



Francine Widrich (MSU Adjunct Loc. 6025) & Debra Davis (Council staff) display Council award at AFT Communicators Network Conference.

GOOD NEWS/ BAD NEWS ON PENSION FRONT

No doubt you are aware of numerous legislative initiatives to reduce State pension benefits (affecting defined benefit plans such as PERS, TPAF etc, but not the defined contribution plans in ABP) emanating from Senator Stephen Sweeney (D-3) and his allies. In response to the ongoing debate provoked by Sweeney’s proposals to slash pension benefits, the State Attorney General and the Office of Legislative Services have issued separate statements declaring that employees with 5 or more years of service have a vested property right in their pensions. Therefore they cannot be reduced.

NJ has 80,400 state employees. Thirty thousand have fewer than 5 years service. What about them? There is a real threat that the State might seek to force them into 401 (k) style defined contribution plans, or if not these employees,

then new hires. Is there anything to the claim that the existing system is too generous to employees and too expensive for the taxpayers?

According to research conducted by CWA Local 1031, state pensions are meager to begin with and provide lower pensions than comparable states. The average pension for state workers is under \$18,000 per year. This places NJ in 37th place among the 44 states that provide defined benefit plans for their employees. In New York, for example, the average pension is close to \$23,000, a 27% differential. Furthermore, NJ is in line with other states with respect to retirement age, years of service required to qualify for a full pension, the salary base for calculating pension benefits, vesting rights, and other criteria.

In thinking about the State pension systems, it is important to recall that whereas the State failed to make any contribution for 7 years, employees kept contributing 3% and now 5% of their salaries. Pensions are not a gift. They are really deferred wages.

There is no evidence that the cost to the State of funding 401 (k) accounts

would save a penny. However, there is ample evidence that employees would suffer. Many studies have shown that employee pensions fare better under defined benefit plans because professional investment managers wielding huge sums of money will make wiser and more profitable investment decisions that individuals left to their own resources. Furthermore State pension plans are far cheaper to administer because they do not require payment of fees to an anthill of separate Wall Street investment companies.

All of our adjunct faculty and a small minority of professional staff are in PERS. A few faculty are still in TPAF. Please be prepared to defend their interests, and those of our brothers and sisters in CWA, IFPTE and other state employee unions, if the Legislature decides to move ahead on Sweeney’s misguided bills or if the Division of Pensions seeks to force any active or future employees out of defined State pension benefit plans.

Council's Efforts Help Restore Partial NJ Higher Ed. Cuts

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budget on families faced with double digit tuition increases, fewer financial aid sources and college students who are faced with sharply reduced course offerings and services?

Regarding the issue of salary and benefit funding, the Council would like to ask you how the State can justify not paying for cost items that are either the result of collective negotiations between the State and State employee unions or the result of policies formulated and implemented by State agencies such as the Treasury Department and the Division of Pensions and Benefits? Why should the individual State colleges and universities be compelled to absorb these costs? The State is not imposing this burden on other State departments or agencies.

At a minimum, the Council asks that sufficient funds are budgeted to allow the State to pay salary and fringe benefit increases for the senior public institutions at the same level as FY 2005 and FY 2006. This is simply a matter of fairness and equity. The consequences of foisting these costs on the institutions themselves will only compound the pain caused by the budget cuts.

Looking at the big picture, the Council urges the State to finally consider a source of dedicated funding for higher education in this budget process. Having a source of dedicated funding will end the annual uncertainty students face over double digit tuition increases. A dedicated funding source will provide stability and put an end to annual financial uncertainties. We have included a **Flunking Out**, a report from New Jersey Policy Perspective, commissioned by AFT/New Jersey that makes several cogent recommendations on this topic. We ask that you give this report serious consideration during your deliberations.

Under the rubric of ending pension abuses, the budget proposes to require employees holding more than one position with the State to "designate a single job on which their pension would be calculated and contributions would be derived solely from that job." A related proposal would raise the

earnings threshold to \$5,000 for State employees to become eligible to enroll in a State retirement system.

The Council recognizes and supports the need for these reforms to eliminate "tacking" and "boosting." However, we ask that you ensure that inadvertent harm does not come to the thousands of adjunct faculty and part-time lecturers throughout our senior public institutions and the county/community college sector, who are among the lowest paid State employees. For example, the Council represents adjunct faculty enrolled in PERS who may not earn \$5000 per year and we also represent adjunct faculty who are simultaneously teaching courses at one or more of New Jersey's public colleges/universities or county/community colleges. Adjunct faculty are not the kind of people who engage in either "tacking" or "boosting." The Council asks that adjunct faculty and other faculty who are paid by the course be exempted from these measures.

The Council recognizes that the State has serious budgetary problems. However, New Jersey's students and higher education labor force did not create those problems. We urge you to recognize that public higher education has been historically under-funded in this State. To impose cuts at this time may provide a short term fix, but the damage done to our future as a State that aspires to provide affordable quality higher education to our citizens will be long lasting—and difficult to repair. Thank you for the opportunity to address you on these important issues.

In the end, due in part to our lobbying efforts, the State restored about half of the higher education cuts proposed in its initial budget. Fortunately fringe benefits increases were fully funded, however our institutions will be obliged to pay for contractual salary increases out of its own budgets. The cuts in State appropriations to our institutions range from a high of 9% at MSU to a low of 7% at TESC. Rutgers fared much worse, suffering a 15.1% hit.

Pension issues will be addressed when the legislature comes back into session in the fall. Stay tuned. Please note that the "Flunking Out" report is available on line at the Council's web site - www.cnjscl.org - • -

President's Report

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State is meeting with the College/University Presidents to see what new schemes they will be proposing.

It is clear that the remainder of this year and next year will continue to be difficult and full of challenges. The State's financial outlook for next year is as bad as or worse than this year – unless revenue projections increase. Expect attacks on public employees' salaries and benefits to continue. Our State colleges and Universities will continue to be under-funded and we will continue to ask the State to demand more accountability and oversight over these same institu-

tions to insure scarce funds go to the instructional programs and student support services.

We need you to be as supportive as possible when we issue legislative alerts or need lobbying assistance. Your assistance in contacting your legislators in your home district is worth its weight in gold. Former U.S. House of Representative's Thomas "Tip" O'Neill often quoted mantra was "All politics is local." That message continues to resonate. Now, more than ever, we all must pay very close attention.

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Music Professor Granted Tenure at NJCU

Dr. Ana Maria Rosado had been teaching guitar at New Jersey City University for many years. After working as an adjunct, she became a half-time faculty member in 1992. In 1997, she was appointed to a three-quarter time position. Since 2000, her department consistently assigned her overload.

Part-timers are not eligible for overload, but no one noticed. For the past 6 years, her credits as a part-time faculty member, added to her overload credits, came to a full load, i.e. in excess of 24 credits per year.

Legally, full time faculty achieve tenure after five consecutive years of employment. Typically, faculty are evaluated for tenure during their fifth year and are either granted tenure or denied reappointment. But in the very rare case where the administration inadvertently allows a full time faculty member to begin a 6th year, tenure is automatic. This is what occurred in Dr. Rosado's case.

It did not have to be that easy. A recalcitrant employer could have forced Dr. Rosado and the Council or Local to litigate, which could have taken years. Instead, due to the enlightened policies of the NJCU administration, led by President Carlos Hernandez, all it took was a phone call from Council Staff Bennett Muraskin, alerting Gayle Ford, Executive Assistant for Employee Relations, of the situation.



The entire matter was resolved during the summer and on August 16, NJCU officially notified Dr. Rosado of her new status as a tenured professor.

Commenting on this turn of events, Dr. Rosado said: "I am grateful to the New Jersey City University for giving me the opportunity to teach, to the colleagues and students of the Music, Dance and Theatre and Modern Languages departments for their support, to my dear friend Professor Emeritus Maria Rost for advising me to seek union assistance, and to the CNJSCL for being there to represent me. My gratitude extends to those responsible in the administration at NJCU for being so gracious in granting me tenure without protracted legal proceedings. I truly hope that opens doors for others who deserve access to full-time status for the quality of their work and their commitment to the excellence of this institution."

The Council congratulates Dr. Rosado and expresses its appreciation to NJCU President Hernandez.

Part-time faculty should not be assigned overload. If they are, the practice should be terminated OR the administration should elevate these faculty to full time status. Any part-time faculty members in a similar situation to Dr. Rosado are advised to contact their local union immediately.

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ADJUNCT FACULTY - MAKING THE DECISION TO JOIN AFT

Last semester several hundred adjunct faculty members made the decision to become AFT members. Like the thousands of other adjunct or "contingent" faculty nationwide, you decided that the AFT was the "way to go".

Adjunct faculty who teach in the State colleges and universities chose wisely. In New Jersey, adjunct faculty have fared well under our State-Union Agreements. Salaries have increased nearly 300% since the first negotiated contract; and veteran adjunct faculty who remember the pre-union days may recall that many years went by without any pay increases at all.

During our 2005-2006 recruitment drive, we found that many adjunct

faculty expressed confusion about the difference between being an "agency fee payer" and "a full dues paying member". "Agency Fee" is 85% of the full union dues that the Union receives for covering the cost of representation. However, only full dues paying members have a voice in union activities — running for office, voting for union officers, serving on bargaining committees and, perhaps, most importantly, voting whether to ratify the next contract we will be negotiating in 2007. If you are ready to become a full member or if you have any doubts about your membership status, call your local union office.

Currently, we are planning for our upcoming contract negotiations and as

our members already know, our negotiating agenda has always been driven by the members' priorities. The reality is that most agency fee payers agree with the AFT agenda. They just have not taken the time to sign up. To these people, we say, please understand that the State's perception of union strength is directly related to the "density" of union membership. Simply stated, *greater union membership means we have more clout at the bargaining table* where the Union's most important work is not only negotiating a better contract, but also defending gains already achieved.

As in the case of other successful member-based organizations, our most effective recruiters are other members. We count on members to talk to their colleagues who may not have yet joined

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Just So You Know — Recent Publications by AFT Faculty Members

Robin Landa, Professor of Design, Kean University, has recently published three books: *Designing Brand Experiences: Creating Powerful Integrated Brand Solutions*, (Thomson Delmar Learning; 1st Edition, 2005), *Graphic Design Solutions*, 3rd (Thomson Delmar Learning, 3rd Edition, 2005) and *Advertising By Design*, (Wiley, 2004). Professor Landa's texts illustrate each phase of the design processes including comprehensive coverage of key brand applications of graphic design and advertising. Her work provides students with a clear and comprehensive introduction to graphic design and advertising design. Landa's work has been translated into Chinese, Spanish and Korean. They are excellent texts for beginning and intermediate advertising design courses and core courses in all visual communications programs that incorporate advertising concepts and design strategies.

In 2005, Adjunct Professor **Janet Ritt Chocky**, (School of Social Science and Human Services, Ramapo College), published an on-demand book titled, *100 (Yes, 100!) Job Search Tips*. Ms. Chocky's text is a self-help handbook that assists job seekers who are about to begin a job search, are in the midst of one or are planning to change jobs or careers. It includes tips on planning, interviewing, time management, ques-

tions to ask, researching employers, how to retain a job and more.

Professor of Design at Kean University, **Rose Gonnella's** latest publication is *Sea Captains' Houses and Rose-Covered Cottages: The Architectural Heritage of Nantucket Island*, Publishing / Rizzoli, 2003). Gonnella's work is a visual and scholarly tour of over 40 Nantucket historic homes and public structures, from timber-framed 18th-century lean-to houses to weathered shingle cottages, resplendent Victorians and 20th-century arts and crafts designs. She draws her research from primary and historic sources and photos and blends local lore with factual information and observation. Gonnella provides not only historic notes and details, but also she includes sections on the vestiges of shipbuilding techniques (such as the presence of ships' knees in house frames, rope handrails and quarterboards), the historic African-American neighborhood (and the second oldest meeting house in the US) and the island's architectural transformation from fishing to the vacation industry.

Jaime Grinberg, Professor, Educational Foundations at Montclair State University has published "Teaching like that" The beginnings of teacher education at Bank Street, (Peter Lang, 2005). Grinberg's text highlights the curriculum for teacher preparation, progressive concepts of teaching and

learning and institutional characteristics. Students of teacher education, the history of education, women studies and curriculum and teaching will find a great source of information in this book. Grinberg's newest work is a co-edited text titled, *Common questions, disparate voices: A philosophical conversation on education*. (Pearson/Longman, 2006). This edited text contains twenty-two chapters with a number of original writings on the philosophy of education. This book is useful for classes in philosophy, philosophy of education, foundations of education, history of educational thought and other introductions to education at the undergraduate and graduate levels.

Leslie Hiraoka Professor of Management Science at Kean University recently published *Underwriting the Internet: How Technical Advances, Financial Engineering, and Entrepreneurial Genius Are Building the Information Highway*, (M.E. Sharpe, 2005). Hiraoka gives her readers a fascinating glimpse behind today's financial headlines. This comprehensive treatment of the technical advances, financial engineering and entrepreneurial genius behind the Internet revolution includes actual corporate case studies, stock market analyses and synopses of criminal investigations that led to the bankruptcies of both Enron and WorldCom.

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MAKING THE DECISION TO JOIN AFT

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the Union. If your union colleague hasn't talked to you about AFT membership, call your local union office or log on to the Council's website for membership information.

Adjunct faculty members — out of necessity — excel at "time management". Our active union members find the time not only to teach, but to find time outside the classroom to spread the word about joining the AFT. We urge you to "find the time" — join up and become an active union member. An informed and active member makes for a strong union.

DON'T DELAY - JOIN TODAY.

Long time Council Delegate honored for his scholarship

Congratulations to **Hank Frundt**, Ramapo professor and long-time Council delegate for receiving the Harold Eugene Davis Prize from the Middle Atlantic Council of Latin American Studies in recognition of scholarly excellence for the best article published by a member in 2004-2005. The article, "Toward a Hegemonic Resolution in the Banana Trade" was published in the "International Political Science Review 26:2" (2005).

De-Mystifying Salary Increases When Receiving Promotions/Range Adjustments

Over the last two years, some college and university HR/Payroll offices have made errors when calculating new range adjustment and promotion salaries for faculty and professional staff. Fortunately, when the Council received calls questioning the accuracy of these calculations, we have been able to identify the errors and re-calculate the salaries correctly. The members' locals or the Council then notified the institutions and provided the corrected salary information.

The process of correctly calculating your new salary when you receive a promotion/range adjustment may seem a little confusing. However, we urge you to follow through the process below to ensure that you are placed in the correct range and step and paid accordingly. After you make your own calculations, if you feel your HR/Payroll department has made an error, please notify your local immediately.

Correctly Calculating Salary for Promotions or Range Adjustment in Four Easy Steps

1. Go to the Annual Salary Schedule in the State-Union Agreement and find your existing range and step *prior to the effective promotion or range adjustment date*. Note that you have to check the dates for 10-month or 12-month employees, as appropriate, on the salary charts. (The Annual Salary Schedule is also available on line at the Council's web site www.cnjscl.org. Click on the Agreements link.)

2. Go to the Annual Salary Schedule based on the effective date of your promotion. Find the salary in the range and step *you would have been on without your promotion or range adjustment*. Also be aware that you may be entitled

to move up an additional step due to your anniversary date. Then look at the increment column (second from the left on the chart). Add the one step increment amount in your current range to that salary.) For anyone who is at step 12 and receives a promotion, the effect of adding an increment is a de facto step 13 for calculation purposes.

3. In that same Annual Salary Schedule (*the one based on your promotion date*) go to the new range you received as a result of your promotion.

4. Look for the salary step that is equal to or the next highest based on the calculation in #2 above. This will be your new step and salary in the range to which you have been promoted. **Remember, the key element is to do this calculation based on the effective date of your promotion – not on the date you were notified.**

Below are two examples of the calculation process.

#1:

It's April 1, 2006. Sandy Milagros, a PSS IV professional staff member at step 6, range 18, received notice of her promotion from range 18 to range 21 under a new PSS III title effective July 1, 2006. On April 1 her current annual salary is \$45,496.34. She will move up to step 7 on July 1, 2006 absent the promotion.

Using the Annual Salary Schedule for 12 month employees, her salary at step 7 on July 1, 2006 would be \$48,380.24. Add one increment of \$1,860.23 to this amount and the new total is \$50,240.47.

Go to the Range 21 salary for July 1, 2006 and find the salary that is equal to or greater than \$48,380.24. In this

instance, there is no salary equal to that amount so the next highest salary is \$51,708.97 at step 5. This is the new step and salary for Sandy Milagros. She received an annual salary increase of \$6,212.63 over her old range 18, step 6 position.

#2:

It's April 30, 2006. Thomas Excalibur is an Associate Professor at range 26, step 8. He received notice of his range adjustment from range 26 to range 28 effective September 1, 2006. His annual salary on April 30, 2006 is \$72,614.72.

Go to the Annual Salary Schedule for 10 month employees for his effective September 1, 2006 date. That salary would be \$74,248.55 if he had not received a range adjustment. Add one increment of \$2,750.84 to this amount and the new total is \$76,999.39.

Go to range 28 for September 1, 2006 and find the salary that is equal to or greater than \$76,999.39. In this instance, there is no salary equal to that amount. The next highest salary is \$78,828.85 at Step 7. Thomas Excalibur, on September 1, 2006 is on range 28 at step 7. He received an annual salary increase of \$6,214.13 over his old range 26, step 8 position.

We hope these two examples give you a better idea of how to calculate Promotion/Range Adjustments. Please bear in mind that as a result of promotions/range adjustments, your anniversary date could change. For more information on that issue see Article XXII, pages 64-65 of the State-Union Agreement.

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MASSIVE PUBLIC EMPLOYEES RALLY IN TRENTON

(Continued from page 3)

nal deal, the State will contribute \$ 1.02 billion to the state pension plans.

About half of the proposed cuts to the higher education budget were restored, averting plans for week long "furloughs" at the College of New Jersey and William Paterson University. For this reprieve, our thanks go to the lobbying efforts of Nicholas Yovnello, Council President, Jon Erickson, Legislative Representative, Council Staff, Peter Guzzo, our full time lobbyist in Trenton as well as all of you who participated in the rally and/or contacted your legislators. — • —



One of the Council's most important functions is to assist locals and unit members with handling complaints, administrative appeals and grievances. Many years ago the VOICE, featured a column called the Grievance Corner, which provided members with an overall view of the disposition of grievances in the nine State Colleges/Universities. With this issue, the VOICE has revived Grievance Corner.

The Council leadership hopes you — the members of the bargaining unit — find it useful to learn about the ways the Union is continuously involved in helping you to effectively deal with problems and contract issues that result from the misdeeds and machinations of the college/university administrators and State bureaucrats.

A review of some of the grievances the Union is currently processing reveals a spectrum of issues. For example:

At Kean University, three untenured faculty were non-reappointed for AY 2006-2007. The Union filed grievances on their behalf alleging misapplication of the reappointment criteria; essentially moving the goalposts. (Two of the employees were up for tenure.) The Council's Grievance Committee voted to send the cases to arbitration. The Union settled one of the grievances, which resulted in placing the grievant on administrative leave with pay for AY 2006-2007. The other two are pending arbitration.

At Ramapo College, two senior faculty members were denied promotions because the College claimed they did not meet the criteria for scholarship. The Union filed a grievance alleging a misapplication of the criteria and age discrimination. The Council Staff rep obtained statistical data from the College relating to the age discrimination claim. Just prior to the Step I hearing, the President agreed to reconsider the case. The settlement agreement provides not only for reconsideration but also ensures that the employees retain their right to file an age discrimination complaint in an appropriate legal forum.

At William Paterson University, an untenured faculty member was denied tenure because the University claimed he falsified his scholarship. The employee filed a grievance alleging a misapplication of the criteria and the Union assisted him through the Step I hearing. The Step I decision from the University's hearing officer is pending.

Also at Kean, the university denied a permanent tenure track position to a faculty member on the grounds that he was on a temporary (XIII D) appointment. The President

argued that no faculty serving under XIII D appointments are eligible for tenure track positions. This denial came after the member was selected through a bona fide search. In fact, the Dean had already called the faculty member with an offer of employment when she learned her candidate had been denied. Furthermore, the Union has since learned that the position was never supposed to be a temporary one because the criteria for XIII D appointments had not been met. The University failed to issue a Step I decision. Therefore this case will be reviewed for arbitration before the Council Grievance Committee when it meets on September 22nd.

Kean University denied at least two senior faculty sabbaticals after it arbitrarily changed the local criteria for eligibility. The two faculty members, who co-filed a grievance, received reasons letters from the Provost, which cited fiscal constraints due to the budget crunch in higher education funds. One applicant was ranked, even though the criteria for granting sabbaticals is based on the merit of the proposal and not on whether or not one candidate is more deserving than another. The Step I hearing was held over the latter half of the summer and the Union is waiting for a decision.

At Richard Stockton College, the Union filed a grievance after it learned that the College failed to compensate faculty for online courses taught for the first time. The faculty also did not receive alternate assignment within load status (released time) for performing the labor intensive work associated with developing online courses. The Union filed a grievance and the case was settled without a Step I hearing on terms that satisfied the Union's concerns.

FYI

The Council's Grievance Committee is composed of a Grievance Chairperson from each of the eleven Locals. Normally, it will meet twice a semester to consider pending grievances. No grievance can be appealed to arbitration without the Committee's approval, although grievants who are dissatisfied with the negative decision may make an appeal to the full Council. The primary consideration for the Committee is always the merits of the cases. The Committee also relies on precedents established by past arbitrator's awards and court decisions when considering new cases. Every effort is made to avoid decisions made on political or other irrelevant considerations.

It is the Committee's responsibility to share information on emergent problems on each campus and work out strategies for solving them. At its last meeting on September 22, the Committee held a morning workshop on grievance processing and then considered and voted on which grievances to send to arbitration.

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NOT A MEMBER YET? BECOME INVOLVED!

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

VOICE

of Higher Education Labor

Published a book lately? If you have authored or co-authored a book, (monograph, anthology, play or screenplay, etc.), in the past months, or expect to have one published in the near future, please let us know. From time to time, the VOICE will print a list of published works by State college/university faculty and staff.

Please send us the particulars of your work, including a brief description or abstract of content to VOICE, CNJSCL, 1435 Morris Ave, Union, NJ 07083 or email us at info@cnjscl.org – subject VOICE. Photos are also welcome.

COPE REAPS BENEFITS

COPE (Committee on Political Education) is the mechanism we, as a union, use to exert our influence in the political arena. This summer, COPE funded activities were key to a 50% restoration of higher education cuts in the State budget.

COPE funds enable the Council and your local union to:

- Contribute to political campaigns in order to elect state legislators who will represent our interests in Trenton
Attend political functions where fellow union members can speak directly to legislators on pending legislation and other critical issues
Send union activists to rallies such as the one that took place during the summer in Trenton to demand that the State fund the pension systems
Communicate our political endorsements to the membership

These are difficult times for public employees. If you read the newspapers or consult our website, you know that our pension and health benefits are under attack. Certain legislators are making us scapegoats for the State's budget woes and must be defeated.

Want to fight back? The easiest way is to sign a COPE card authorizing a payroll deduction of your own choosing. (Another is to get active on your campus by joining your local COPE committee, so you have a greater say in how these funds are spent.)

We recently sent you a COPE card in the mail. They are also available in your local union office or by calling the Council at (908)964-8476. DON'T WAIT UNTIL IT IS TOO LATE. SIGN A COPE CARD AND RETURN IT TODAY.

AFT Members Only Discussion Forum available online

Would you like to:

Discuss issues relating to public higher education in NJ---the State budget, property taxes; cutbacks at your institutions and management abuses?

Exchange ideas on upcoming contract negotiations? On issues affecting adjunct faculty?

Join the Council's "Members Only Private Discussion Board"

Just go the Council's website at www.cnjscl.org and click the link. Registration is quick and easy. Only registered users who are AFT members may view the discussion and post replies. After you register, a confirmation e-mail will be immediately sent to your e-mail address. When you open that e-mail and click on the link, it will activate your account and you will be ready to participate in the discussions.

A practical way for faculty and staff to oppose the Iraq War

The National Coalition for Universities in the Public Interest, an educational non-profit, working with VotersforPeace.US , are circulating a pledge asking voters to reject candidates that support the Iraq War. Please check out the VotersForPeace.US website, and sign the pledge. Please contact Leonard Minsky at ncupi@votersforpeace.org if you want to plan a teach-in, a forum, or have ideas about any other organizing tactic that will contribute to ending this war.

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