

TCNJFT - Local 2364 General Membership Meeting

Draft Minutes– Wed, September 16, 2015 – 3:00 – ARM 136

Attendees: J. Krimmel, T. Bennett, E. Kalinowski, S. Johnson, M. Gorman, D. Prensky, J. Marshall,
L.. Simeus

Meeting called to order at 3:09pm

1. **Review and approval of minutes** - approved
 2. **President's Report** – John Krimmel distributed copies of his report for membership review. Motion to accept; motion seconded; motion approved
 3. **Treasurer's Report** – Terrence Bennett distributed copies of his report. Motion to accept; motion seconded; motion approved.
 4. **Membership Report** – Erica Kalinowski is working on “cleaning up” the department representative list. Not all departments have representatives; Erica is reaching out to departments to try and develop a representative list from each department. Motion to accept; motion seconded; motion approved.
 5. **Adjunct Faculty Report** – Steve Johnson was introduced as the adjunct faculty representative and thanked for service. There were no new items presented at this time.
 6. **Librarian Report** – Maureen Gorman has no new items to report.
 7. **Professional Staff Report** – Todd McCrary has no new items to report and was not present.
 8. **Grievance Report** – Dave Prensky has no new items to report.
 9. **Outreach/Communication** - John Marshall discussed launch of the new website. It was announced that the website will have more functionality as development progresses. The new website address was given (www.tcnjft.org) and members were encouraged to check it out.
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Old Business -

10. **MOA's**
 - a. Career Development Funds – it was announced and discussed that, even though we are without a contract, The College has agreed to self fund the career development program.
 - b. #104 – Compensation for Online and Blended Learning – draft MOA distributed to members. John Krimmel indicated that he is in talks to increase the amount of compensation (currently \$3000.00).
 11. **Five Year Post Tenure Reviews** – John Krimmel discussed with membership in general discussion. The College indicated that all reviews should be done by 2020. There are negotiations with The College regarding the process. The College wants to do the reviews for the most recent; AFT wants the oldest reviews done first. The data from HR was incorrect and AFT is struggling to get correct data.
 12. **End of Year Luncheon**- was briefly discussed but not settled on at the time of the meeting.
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New Business –

1. **Contract Negotiations** – John Krimmel indicated that due to the nature of the negotiations, he was prohibited from discussing explicit details of what AFT demands are. The next contract negotiation meetings are scheduled for October 9th and 23rd in Trenton. John and Dave P. will attend.
2. **Open discussion topics:**
 - Members wanted clarification on step increases while working without a contract. John Krimmel clarified that there will be no step increases during this period.
 - **Action Item** - It was suggested that it be part of the negotiations to make step increases retroactive so that, unlike last contract period, no member loses their increase.
 - CWA lawsuit discussion – AFT does not want to delay but the State does not want to negotiate while litigation is pending. A job action was suggested by some members. John indicated that it is not the appropriate time for a job action and it would be against the AFT Council wishes. We need to wait until after we at least get the State to the table.
 - **Action Item** – John Krimmel will distribute 'Working without a contract' buttons to department reps. Members would like to see the beginnings of making TCNJ constituents and management more aware of what we are doing without a contract.
 - Members were concerned about potential changes in healthcare coverage. It seems like we are getting less benefits and paying more. Members are concerned that this trend will continue. John Krimmel indicated that the issue of healthcare is part of the negotiations, but could not give specific detail.

- Members raised concerns about wanting more leadership from AFT. There were comments made that the leadership should be 'top-down' and that we would like more direction on what we should be doing to be more effective.
- **Action Item** – John Krimmel will think more about a strategy to do an email or other campaign to pressure for negotiations (i.e. try to get the State to the table quicker).
- Members would like to exert more pressure to get in front of CWA, since CWA is stalling trying to wait out the governor.
- **Action Item** – Members would like to create a movement to organize with other colleges to increase AFT's presence. John will reach out to other colleges.
- **Action Item** – Members brought up the issue of morale. How concerned is the administration with the lack of morale? There is a pervasive attitude that 'we' are not treated respectfully and that 'we' don't matter. There seems to be a general lack of respect with from the top down, for people's work, job descriptions and contributions (volunterism) at TCNJ. John Krimmel said that he would have a conversation with President Gittenstein regarding this issue.

Scheduled Meetings and Events –

Local's Fall 2014 Meetings –

XB Meetings –Oct. 19, Nov 16, Feb. 15, April 18 – noon, SSB 242

General Membership Meetings – –Oct. 21, Nov. 18, Feb. 17, April 20 - 3 pm, AR 136

End of the Year Luncheon - May ???

Council Meetings – Fri, Oct. 9, Dec. 11, Feb. 5, April 29 – 7 pm, Jamesburg, NJ

AFT Convention – Minneapolis, MN July 17-21, 2016

Contract negotiations for the Fall 2015

Meeting adjourned at 4:10 pm by John Krimmel.

Minutes prepared by Lisa Simeus