

The

InBox

AFT Local 1839 Professional Staff Newsletter

Queen Gibson Report

AFT Vice President for Professional Staff & Librarians.

A number of NJCU employees are income taxes and were told by the IRS had already received their tax returns.

As a result, they had to take a number of steps to resolve the situation. These included (A) notifying NJCU and (B) filing a police report. However, at least one department did not accept an incident report.

NJCU employees are not alone. A Boston Globe article cited in The Christian Science Monitor weekly reports over 1 million stolen SS numbers have been used to “extract billions from the Internal Revenue Service in fraudulent tax refunds.” The IRS now issues special PIN Numbers to targeted taxpayers.

The Union is well aware that a number of our members are victims. President Bill Calathes has taken steps to inquire with Public Safety and with President Henderson to see what steps NJCU is taking to investigate these incidents and insure they never happen again.



RE-ORGANIZATION ISSUES CAUSE CONCERN FOR PROFESSIONAL STAFF

Nearly two dozen Professional Staffers met at the end of April to discuss concerns about how the Administration is re-assigning employees as part of its reorganization plan. The chief concerns of the April 28th meeting centered on:

- the lack of information from “The Third Floor” concerning reassignments.
- a lack of job descriptions for the new assignments, and
- concerns they had not received training for their new duties.

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ENJOY THE SUMMER

RE-ORGANIZATION-Continued

Queen Gibson, Vice President for Professional Staff Employees and Librarians, said the Administration has the right to re-assign employees, according to the Union contract. However, she added that the Union has questions about how the reassignments were done and how they are being done. In at least one case, she said the process “was not neat and not pretty.”

According to Deborah Davis, staff representative with the Council of New Jersey State College Locals of the AFT, re-assigned employees are entitled to 45 days’ notice and access to career funding to help them learn new skills in their new assignment or position. She also urged members to take the full 45 days’ notice allotted to them.

LACK OF INFORMATION

Re-assigned staff employees noted a lack of consistency in the information they received. Some only heard about the changes indirectly while others were provided written notice within the required 45 days.

Ways discussed of handling this issue included (A): Inviting President Henderson to address the members directly about the changes at a meeting and/or (B): demanding the Union negotiate a “Memorandum of Agreement” that would then govern re-assignment practices and procedures.

JOB DESCRIPTIONS

Deborah Davis said, according to Article 15 of the contract, members are entitled to job descriptions for new assignments. She also stated that if the new duties represented a significant change of responsibilities and work in a higher job title that re-classification to a higher job title with more money could be in order.

Davis advised members to keep track of their job responsibilities when they began work at NJCU and to any new job duties and the date they occurred. This documentation would be useful in applying for a re-classification in the future.

TRAINING CONCERNS

Several members expressed concerns they were not being trained for their new duties. AFT 839 President Dr. William Calathes urged those present to contact him as soon as possible so they could apply for priority funding from NJCU’s Career Development Fund and have the University pay for courses, where necessary. He also urged members to know their rights and to be aggressive in protecting them.

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PROFESSIONAL STAFF PROFILE



SERGIO VILLAMIZAR is the Fitness Center and Intramural Events Coordinator here at NJCU where he manages the Fitness Center. Some of his duties include selecting and training student employees, overseeing the operation, maintenance and repair of equipment and the development and implementation of Fitness Center policies and procedures. Additionally, he is responsible for organizing and administering the intramural program, and the CPR/AED recertification of all the athletic department staff.

Sergio became involved in community service in 1995 when he began at NJCU. That spring, he attended a retreat held by then Student Affairs VP Alene Graham and became a charter member of the community service committee along with Dr. Abisola Gallagher, Pat Albers and Coach Arnold Jeter. Out of that committee, Gifts From the Heart was born. That same year, Sergio was asked to join the University's Health and Wellness Committee. Since then, he has served on close to two dozen committees on campus.

In 2004, Sergio joined the Diversity Stride program as team captain. He took over as NJCU's Diversity Stride Coordinator in 2006 and since then has raised close to \$50,000 for the American Conference on Diversity Youth Leadership programs, with initiatives such as the Silent Auction for Diversity, the Diversity Stride BBQ, Dining to Donate at Applebee's, and with the assistance of several faculty and staff from all divisions who volunteer to serve every year as team captains for their respective departments.

IN HIS OWN WORDS: My recommendation to all professional staff is to start getting involved and to volunteer whenever possible; your volunteer efforts will not only bring you personal satisfaction but they will not go unnoticed. I continue to be a part of the aforementioned community service programs because I value their cause. The fact that they have been successful endeavors and that they bring credit to the University is an additional bonus.

NJCU BIDS FAREWELL TO LOU TISCORNIA

More than 100 family members and friends gathered on January 24th to pay tribute to Lou Tiscornia as he retired after 40 years of service to NJCU. Lou joined what was then Jersey City State College in 1973 after graduation where he majored in commercial design. Over the years, he became the creative force behind the school's media commercial spots, some of which appeared on nationally known programs like The Today Show.

Lou also left a positive impact on the professional staff at NJCU. Because of his efforts, all professional staff employees are now able to apply for the University's Professional Staff Peer Review promotions process.

Lou's plans for the future include traveling and spending time with family and friends. We wish him all the best.



Local 1839

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