

TCNJFT - Local 2364

Tentative Agenda – General Membership Meeting
Feb 15, 2012 – 3:00 to 4:45 – AR 136

-
1. **Review and approval of agenda**
 2. **Review and approval of minutes** - Nov 19, 2011 p 1
 3. **President's Report** – *Ralph Edelbach*
 4. **Treasurer's Report** – *Terrence Bennett* p 2,3,4
 5. **Membership Report** – *John Krimmel* p 5
 6. **Adjunct Faculty Report** – *Bob Kenny*
 7. **Librarian Report** – *Terry Epperson*
 8. **Professional Staff Report** – *Todd McCrary*
 9. **Grievance Report** - *John Krimmel*
-

Old Business -

10. **Negotiations** -
Local 195, IFPTE Agreement - membership recently ratified 4 year agreement - specific terms
Demands by Christie and college/university presidents - **REVIEW**
Edelbach meeting with President Gitenstein - petition
Activities at WPU - Letter from chaires to president p 6,- 10
Student advising
Status of negotiations - comparison with past years - impasse? working without a contract?
Working relationship at TCNJ & War at Kean University -
Investigation of Kean president Star Ledger Editorial about Kean president
Kean faculty required to document hours they work
Don't kid yourself - It happened at Kean and CAN HAPPEN HERE too!!
Lobbying by NJASCU - Pushing for more autonomy and power to each college president
<http://www.njascu.org> <http://www.njascu.org/CriticalFacts.html>
Gutting contract - Key Contract Proposals from State P 11,12
<http://www.tcnj.edu/~aft/Negotiations/key-demands-state.pdf>
Survey? - Membership attitudes toward negotiation issues? How can we measure that? P 13,14
What options do we have and how can we be most effective?
What does the membership expect and what are they willing to do in order to achieve it?
Campus - demonstrations, job actions, etc?
 11. **Sabbatical Leave & Career Development Programs** - status and important facts (costs) P.15
 12. **NJ State Budget** - Governor's speech - Tue, Feb 21
 13. Other items
-

New Business -

14. **Interviews with provost candidates** - observations & comments
 15. Community Involvement by Local - activities by Rowan Local p 16
 16. Other items
-

Scheduled Meetings and Events -

PS Committee Meeting - Thur, Feb 16 - 12 to 2 – Council Office, Union, NJ
FT Negotiations Team – Friday, Feb 17 - 10:30 - Crowne Plaza, Jamesburg, NJ
Negotiations – FT/PT – Friday, Feb 24 - 10:30 - War Memorial, Trenton, NJ
Negotiations – AF – Friday, Mar 9 - 10:30 – TEC, Trenton, NJ
AFT National HE Issues Conf - Mar 30 to Apr 1, Chicago, IL
Council Meeting & AFT NJ Convention - Fri, Apr. 20 - Seaview Country Club, So. Jersey
“End-of-Year” Luncheon – Wednesday, May 2, 12 to 2 pm, Brower Student Center
AFT National Convention – July 26 to 30, Detroit, MI

Local's Spring Semester Meetings -

GMM - Wednesdays, Feb 15, Mar 21, Apr 18 - 3:00 PM, AR 136

Meeting called to order at 3:00 PM by John Krimmel, Items 1-9 tabled until guests presented.

1. **Review and approval of minutes** - Minutes of September 21, 2011. Motion to pass, seconded and approved.
 2. **President's Report** - Tabled
 3. **Treasurer's Report** - T. Bennett reporting. See agenda pp. 3, 4, and 5.
 4. **Membership Report** – D. Prensky - no report
 5. **Adjunct Faculty** – B. Kenny - no report
 6. **Librarian Report** - T. Epperson – no report
 7. **Professional Staff Report** – T. McCrary – no report
 8. **Grievance Report**. J. Krimmel – no report
 9. **Outreach and Communications** – D. Prensky - Steve and Geoff's presentation.
-

Old Business -

Discussion - Steve Young presented update on status of contract negotiations with the State.

These are the worst negotiations faced by Council.

The line in sand: State wants to eliminate salary chart. No increments.

Career Development Program elimination. Only involves \$350,000 among 9 colleges.

If we reach impasse State would impose whatever last final offer was on table.

Hope not to reach this point. Would happen to all State unions at the same time.

Council has asked for 3%, 3%, 3.5%, 3.5% salary increases for this 4 year contract.

New medical plan: Best advice from Council is to stay where you are for this year.

What we do will affect youngest unit members and future employees.

Too early to take "Strike Vote".

Governor wants to break unions.

AFT demonstration at Stockton yesterday. Over 150 members marched.

Politics important in NJ – Republicans will change everything.

President Gitenstein key member/leader of President's council.

Geoff Herzog -

Organizing membership to support candidates in fall elections.

Only endorsing candidates in 4 of 40 districts.

Need to support candidates who are with us.

Need to make our voices heard

Will be doing this by volunteering for Phone Banks on October 25th and 27th from 5:15 – 8:00PM in AR 101.

There will be script with message.

Need volunteers to participate.

Pizza and drinks supplied by AFT

Labor walk on November 5th around the state – 9:00 to 12:00pm

New Business:

Draft Resolution - Discussion on Resolution to be signed by "union" or have individual signatures of membership.

Should students be invited to be involved?

Petition should go to our President and have individual signatures of unit member.

BG is key person in Presidents' Council.

Motion by T. Epperson motion for an Ad Hoc Committee to draft petition that would go out to membership representatives and seek signatures from department faculty who are TCNJFT members.

Motion seconded and approved.

Scheduled Meetings and Events

Local Membership Meetings - Wednesday, November 16, 3 PM, AR 136

Meeting adjourned 4:40 PM. Submitted By: Roseann Conway, Secretary 2364

Membership Report: (as of February 15, 2012)

Category	Members	Non-Members	Total
Faculty	312 – 82%	69 – 18%	381
Professional Staff	63 – 55%	51 – 45%	114
Total – FT/PT	375 – 76%	120 – 24%	495
Adjunct Faculty per payroll dated 1/27/12	158 – 63%	91 – 37%	249



**LOCAL 1796 WILLIAM PATERSON
UNIVERSITY**

HUNZIKER HALL - ROOM 100
300 POMPTON ROAD, WAYNE NJ 07470-2103
973.720.2988 - FAX: 973.720.2057
Email: AFT-office@wpunj.edu

April 24, 2011

Dr. Kathleen Waldron
President, William Paterson University
300 Pompton Road
Wayne, New Jersey 07470

Dear President Waldron,

On behalf of the faculty and staff of William Paterson University, the leadership team of AFT Local 1796 is very disappointed in your April 11 email response to my letter of April 5 in which I "respectfully request[ed] that you add an AFT leadership representative to the SPC [Strategic Planning Committee]."

I am pleased that you are "particularly cognizant of the importance of faculty and staff participation in all aspects of the planning process...". However, I would like to point out that there is a significant difference between AFT membership and AFT leadership; the latter are elected to represent the over 1300 members in the bargaining unit. The five of the sixteen-member SPC Committee who you cite in your response are esteemed colleagues, none of whom were elected to represent the AFT. Furthermore, I am well aware that the Senate Chairperson was not initially included as a member of the SPC, and this was not simply an "oversight". In my letter to you, I did not request that I be placed on the SPC, but that you provide the opportunity for an **AFT leadership representative**. AFT Local 1796, unlike the other unions on campus, represents 1309 unit members, 1139 full-time, part-time and adjunct faculty, all academic constituents. The remainder of the bargaining unit is comprised of professional staff members who work very closely with the academic units.

Over the past 10 years, AFT Local 1796 leadership has worked very hard to develop the respect and enthusiastic support of over 1300 faculty and staff members at William Paterson University and serve as a single elected spokesperson representing the collective interests of our members. Over the past 10 years, AFT local 1796 leadership has worked very hard to earn the respect and trust of the Board of Trustees and Administration as a valued partner in helping develop constructive solutions and make balanced decisions to advance the interests of the University. Even the Middle States team member, Ivan Banks, emphasized the important role of union leadership in the University's mission, strategic planning and implementation, and governance.

It is deeply troubling that you choose to be unwilling to work openly, collaboratively, and formally with the largest faculty and staff organization at William Paterson University. I understand that regarding union issues, the Baruch College PSC union usually dealt directly with the Chancellor and Board of Trustees of CUNY, rather than the President. Given the opportunity, you would be able to understand and appreciate the value of working closely with the AFT Local 1796 leadership. We are hopeful that you will provide this opportunity in the greater interest of moving our University forward.

Sincerely,

Sue
Susanna Tardi, Ph.D.

cc: Board of Trustees

Dear AFT Unit Members,

At our December 20, 2011 AFT General and Executive Local Board Meeting, membership discussed their concerns regarding the state of our University and the state of our Master Contract. We question how the William Paterson University Board of Trustees and the President will balance the need to improve our University's image and academic quality with the need to increase the student population and provide an affordable education for students in our State. Simultaneously, we are concerned that the Governor and the State University Presidents are negatively impacting our ability to attract and retain quality faculty by using tactics that include the withholding of contractually agreed upon step increases, sabbaticals, Career Development Funds, vision health reimbursements, professional development tuition reimbursements, and family member tuition reimbursements.

As a means of demonstrating our strong concerns regarding higher education in the State of New Jersey and the lack of top-down accountability, **AFT Local 1796 membership voted to recommend that henceforth AFT unit members stop participating in the following:**

- Voluntary participation in Open House
- Voluntary participation in recruitment
- Voluntary participation in assessment
- Voluntary participation in University Core Curriculum course development
- Voluntary participation in developmental advisement
- Voluntary participation in registration
- Voluntary participation in department committees*
- Voluntary participation in college committees*
- Voluntary participation in University committees*

Please see the attached **Implementation** for clarification and additional information.

As professionals, the faculty and staff at William Paterson University are expected to perform their contractual obligations. Please note, however, that for most members of the AFT bargaining unit, the bulleted activities are voluntary service, not contractual duties.

These non-participation strategies have been discussed with President Waldron and Provost Weil. A meeting to discuss our strategies with the SGA President, Harry M. Watson Jr., is also planned. It is imperative that our students understand our motives and intended strategies.

These non-participation strategies mirror what is occurring throughout the State at our sister colleges and universities. A unified stance supports quality education, top-down accountability, and our right to a fair contract based upon collaborative negotiations.

We strongly urge you to attend the next General and Executive/Local Board Meeting on Thursday, January 19, 2012 in the University Commons Ballroom (Common Hour—12:30-1:45).

In unity,
AFT Local 1796 Executive Board

*Excludes personnel committees (retention and tenure, promotion, range adjustment, and performance-based promotion) and Search Committees, Union Committees and Councils, and Senate Councils.

January 2012

Dear President Waldron,

We are Department chairs and program directors with a deep commitment to William Paterson University, to our students, and to public education. We are writing to you to express our dismay regarding the contract negotiations between the State and the Union representing the faculty and professional staff at the State Colleges and Universities. We are not surprised of course by the horrendous positions taken by Governor Chris Christie, who has shown himself to be a determined opponent of public unions, the public sector, and all those not part of the privileged few. But we are distressed at the reported positions taken by the College/University presidents, and we have heard nothing from you disassociating yourself from their stance.

Public unions have fought over many long years to provide decent conditions for faculty and professional staff, to promote a strong system of public higher education, to defend academic freedom, and to secure some measure of shared governance. These unions are today under the most ferocious assault in many decades. In the face of this attack, for the College/University presidents -- including yourself -- to be trying to remove union representatives from committees is to be a party to the attack. For the College presidents to be threatening to eliminate our multi-year contracts, our sabbaticals, our tuition reimbursement, and much more is to side with the 1%.

We don't have to tell you that the strength of a university depends on the enthusiasm and dedication of its faculty and staff. When they feel respected and well-treated, the university thrives. When they feel abused or taken advantage of, there is no way that that university will be able to accomplish its mission. Faculty and staff are aware of the tough economic times. We are willing to sacrifice. But just as we are outraged when Christie asks most of us to suffer while the rich get tax breaks, so too are we appalled that College presidents should seek to use the current economic crisis as an excuse for trying to weaken the union, to reduce the faculty voice, and to slash our benefits.

Never before has the State eliminated our previous benefits in the midst of contract negotiations. Never before has the State sought to take away so many benefits negotiated for over many years. Perhaps the reports of the positions of the College/University presidents are incorrect. But if so, they need to clearly and openly reject the State's harsh and insulting demands. Perhaps you don't support the positions of the other presidents. But if so, you need to urge them to change their disastrous stand.

We worry for the future of public education in general and for William Paterson University in particular. You said in your message to the faculty on Friday that you "hope" our contract negotiations arrive at "mutually satisfactory conclusions as soon as possible." But hoping won't make it so, if the presidents continue their efforts to undermine the union and insist on draconian concessions on the part of faculty and professional staff.

Fourteen months ago, at your investiture ceremony, you movingly spoke of how you had been influenced by the Brazilian sociologist Paulo Freire, who spoke up for the disenfranchised and the oppressed and for whom education was a means of promoting democracy. In our society

unions have been an integral part of the movement for democratic empowerment. We hope that you will act in the spirit of Paulo Freire.

Thank you.

Barbara Andrew, Philosophy
Joanne Miyang Cho, History
Theodore F. Cook, Asian Studies
Linda Hamalian, English
Kathleen Odell Korgen, Sociology
Katherine Makarec, Psychology
Lawrence Mbogoni, Africana-World Studies
Arlene Holpp Scala, Women's and Gender Studies
Stephen R. Shalom, Political Science
Benjamin Vilhauer, Liberal Studies
Maria de Lourdes Villar, Anthropology

Dear Kathleen:

After 20 years as a dedicated advisor, I am temporarily choosing not to volunteer to participate in developmental advisement at this time. I will be happy to reevaluate participation in advisement when current shared governance practices reflect true shared governance and contract ambiguities are clarified.

Sincerely,
Susanna Tardi, Ph.D.
Professor of Sociology

Dear Advisees:

It is with deepest regret that I inform you that after 20 years as a dedicated advisor, I am choosing not to volunteer to participate in developmental advisement at this time. My decision to temporarily withdraw from developmental advisement is based on concerns regarding the direction of our University and the lack of shared governance particularly regarding advisement issues. In addition, faculty and professional staff, and the fact that faculty and professional staff are currently working without a contract, I will be happy to reevaluate participation in advisement when current shared governance practices reflect true shared governance and contract ambiguities are clarified.

Dear Advisee:

I write to inform you that after 19 years as a dedicated advisor, I will not be your assigned advisor this semester. As you may or may not know, faculty and staff at William Paterson University and many other State universities are working without a contract. The Governor and the University/College presidents are recommending changes to our contract that faculty and staff believe are detrimental to Higher Education. These are changes that will negatively impact our University's ability to attract and retain the most qualified faculty and staff.

Please note that it is the Administration's responsibility to provide you with another advisor. I hope to resume academic advisement in the near future. I apologize for any inconvenience this may cause you.

Sincerely,
Susanna Tardi, Ph.D.
Professor of Sociology

State's Key Contract Demands - Feb 15, 2012

A. Economic Demands (Summary) -

1. Impose a salary freeze for all AFT unit members for the next four years.
2. Eliminate increments (steps) after June 30, 2015.
3. Eliminate a mandatory tuition reimbursement program from the contract.
4. Eliminate a mandatory career development program from the contract.
5. Eliminate current contract language requiring a minimum number of sabbatical leaves distributed equitably across our system, meaning that a sabbatical leave program would be up to the discretion of each college president.
6. Delete the clause requiring consistency in the quality of the benefits at no additional increase in cost to the employee.
7. Permit presidents to reduce or eliminate any provisions of the contract, including negotiated salary increases, if the State does not appropriate the required funding", which usually happens.
8. Increase the percent of faculty that presidents' can hire on three, four and five year nonrenewable/temporary contracts from 3% to 5% of the number of full-time faculty.

B. Non-Economic Demands (Summary) -

Attack on our Union:

1. Limit the information the colleges/universities are required to provide to the Union.
2. Eliminate the Local's current contractual right to appoint one employee observer to each college/university-wide committee, thereby reducing transparency.
3. Remove the Local's right to challenge the removal of a chairperson or the appointment of an acting chairperson without a subsequent election.
4. Increase the amount of money the Local has to pay for its president's "alternate assignment time."
5. Discourage librarian or professional staff from serving as Council or Local presidents.

Attack on Faculty:

1. Redefine the academic year as September 1 through June 30, requiring that faculty attend meetings and remain accessible to students and colleagues throughout that time period.
2. Reduce teaching credit hours for teaching "laboratory" classes from two-thirds (2/3) SH to one-third (1/3) SH.
3. Reduce the maximum amount of additional compensation faculty can earn working on external grants.
4. Require that a faculty member on sick-leave for more than one half of a 16-week semester, not return to work if they are able to do that but use either accrued vacation time or "leave without pay" for the rest of the semester.
5. Eliminate the requirement that the college/university President inform the Promotions Committee of the number of promotions available. *(Not currently an issue at TCNJ)*
6. Eliminate the obligation of the Presidents to provide the Promotion Committee with her/his reasons if there is disparity between the Committee's recommendations and the president's recommendations.
7. Specify that faculty hold a minimum of five (5) office hours per week.
8. Permit later notification of reappoint or non-reappointment on non-tenured faculty.

9. Eliminate faculty right to challenge inequitable assignment of non-teaching duties.

Attack on Professional Staff:

1. Reduce multi-year contracts to a maximum of two years. Eliminates three, four and five year appointments after specified number of years of demonstrated competency and performance.
2. Compel professional staff to take vacation leave when the college/university implements a full or partial closure.
3. Eliminate the requirement for directors to hold periodic staff meetings that generally provide opportunities for professional staff input and discussion.
4. Eliminate the "good cause" clause when the administration decides not to renew a multiyear contract.
5. Remove clause that states a reasonable Special Sick Leave request shall not be denied.
6. Eliminate prohibition that normal scheduled hours of work "shall not involve split shifts."
7. Impose a six (6) month career limit on the use of Special Sick Leave.

Attack on Adjunct Faculty:

1. Provide college/universities the right to reduce adjunct faculty pay rates during the duration of the Agreement.
2. Eliminate the ability for an employee to discuss potential grievances with his/her supervisor without filing a formal grievance.

Letters of Agreement

The State proposes to delete 14 of the 19 Letters of Agreement including those covering the Health Benefit Cost Containment Committee, Hours of Work, and Transition to Retirement and most notably Tuition Waiver for Dependent Children, Spouses and Parties to a Civil Union.

Negotiations and contract information -

1. To what extent do you sense that your colleagues are committed to achieving a fair new contract?

Very committed Moderately committed Committed Little commitment Very little commitment (5)

2. How knowledgeable about contractual issues do you consider yourself?

Very knowledgeable Moderately knowledgeable Knowledgeable Little knowledge Very little knowledge

3. How much influence do you feel President Gitenstein and the other college presidents have with the State related to the contract demands?

Very considerable Considerable Little Very little No

4. Please indicate the importance of each of the items below to you. Each item is based on one of the most objectionable demands by the State

Very important Moderately important Important Little Importance Not important

1. Continuation of the salary guide and salary steps
 2. Continuation of guaranteed sabbatical leave program in contract
 3. Continuation of career development program in contract
 4. Continue weight of lab courses at 2/3 credit per hour and not reduce them to 1/3 credit per hour
 5. Opposition to permitting presidents to require faculty to attend meetings and be available between the start of the new academic year and June 30th
 6. Requirement that Presidents provide the Promotion Committee with her/his reasons if there is disparity between the Committee's recommendations and the president's recommendations
 7. Opposition to requirement that faculty hold 5 office hours each week
 8. Imposition to six (6) month career limit on Special Sick Leave
 9. Opposition to the elimination of the requirement that the College provide the AFT with essential information
 10. Inclusion of a provision for a salary increase for those at the top, step 12, of the salary guide
 11. Inclusion of an "across the board" salary increase for each year of the new contract
5. It is possible that our Local will have to engage in various types of activities, as has been done on other campuses, if we expect to win a fair and reasonable contract. Please indicate how likely you would be to be involved with each activity listed below.

Very Likely Likely Undecided Unlikely Very Unlikely

1. Demonstrations on the TCNJ campus
2. Write or speak with President Gitenstein
3. Demonstrations by the entrances to the TCNJ campus
4. Demonstrations in Trenton
5. Demonstrations elsewhere in NJ
6. Writing letters to newspapers
7. Writing letters to legislators
8. Writing letters to the governor
9. Meeting with legislators
10. Support some type of job action, short of a strike
11. Support a strike if that becomes necessary
12. Some other activity (please specify)

6. On some campuses in our system, faculty have decided that they must take some other actions. How likely is it that you would participate in each of the job actions listed below if it is deemed necessary in order to secure a decent contract?

Very Likely Likely Undecided Unlikely Very Unlikely

1. Stop advising students
2. Stop participating in "open houses"
3. Stop serving on committees
4. Suspend some other activity (be specific)
5. Do something else (be specific)

6. If it is not possible to reach a decent contract in next few months, how likely do you believe you might be to vote "Yes" if a strike vote was to be held?

Very Likely Likely Undecided Unlikely Very Unlikely

7. If a strike is endorsed by the membership but it is still not possible to reach an agreement, how likely would you be to go out if it became absolutely necessary to take that step?

Very Likely Likely Undecided Unlikely Very Unlikely

If Undecided Is Selected, Then Skip To Since you are either "undecided" or "...If Unlikely Is Selected, Then Skip To Since you are either "undecided" or "...If Very Unlikely Is Selected, Then Skip To Since you are either "undecided" or "...If Very Likely Is Selected, Then Skip To If you felt it was important to suppo...If Likely Is Selected, Then Skip To If you felt it was important to suppo...

8. Since you are either "undecided" or "unlikely" to support a strike right now, what could persuade you to change your mind. Select as many as are appropriate.

1. Some major action by Governor Christie which had a negative impact on me (1)
2. If I felt I would not be treated fairly by a new contract (2)
3. If I felt many of my colleagues would strike as well (3)
4. Something else (please specify) (4)

9. Since you felt it was likely you would support a strike if it becomes necessary to call one, how would be willing do that? Check all appropriate items.

1. Walk on a picket line (1)
2. Serve as a strike captain (2)
3. Serve in some other capacity besides on the picket line (3)
4. Not walk on the picket line or serve in some other capacity but I also would not cross the line (4)
5. I would continue to work, not support the strike in any way and cross the picket line (5)
6. Engage in some other activity (please specify) (6) _____

Please share any ideas you have to help your negotiating team achieve a decent contract Be as specific as possible.

Thank you for sharing your views on this important issue. Feel free to contact us with any questions or suggestions at X 2783 or aft@tcnj.edu We are here to serve you.

Analysis of Sabbatical Leave Program at TCNJ

(Feb 13, 2012)

	<i>Full-year</i>	<i>One semester</i>	<i>All</i>
Estimated average salary	\$ 101,800	\$ 101,800	
Percent of salary during sabbatical year	75%	100%	
Salary during sabbatical year	\$ 76,350	\$ 101,800	
Savings per sabbatical	\$ 25,450	\$	
Number awarded AY 11-12	8	4	12
Total salary savings	\$ 203,600	\$	\$ 203,600
Number of courses to be covered per sabbatical	6	3	
Total number of courses to be covered	48	12	60
Cost to cover each course	\$ 4,200	\$ 4,200	
Cost to cover each sabbatical	\$ 25,200	\$ 12,600	
Total cost to cover sabbatical courses	\$ 201,600	\$ 50,400	\$ 252,000
Total cost to TCNJ	\$ (2,000)	\$ 50,400	\$ 48,400

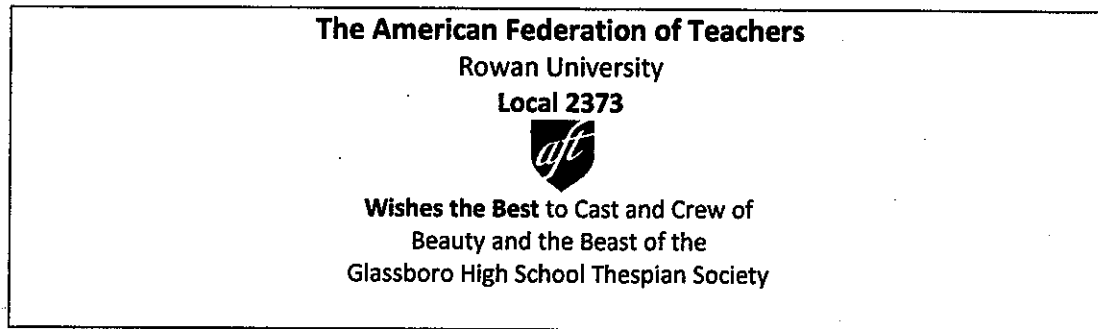
	#	Avg salary
Full professor	6	\$ 113,500
Associate professor	6	\$ 90,100
TCNJ fact book 09-10 for #		\$ 101,800
<i>Chronicle 10-11 for salary</i>		

AFT Rowan University, local 2373 Community Awareness Highlights

In an attempt to change the mindset of people in the community that "union people" are a blight to the State of New Jersey, Rowan University for the past 3 years has conducted formal activities and projects to attempt to change the image of the state worker in higher education at Rowan University in our community and contribute to the well being of our neighbors.

Below are highlights of our activities:

- Conducted 6 food drives, where AFT labels have been placed on contributions. Contributions were made to the Pitman Food Pantry and the Samaritan Center of Glassboro.
- Conducted 2 coat drives to benefit the Angel of God Clothing Closet of Pitman and the Samaritan Center of Glassboro.
- Participated in Glassboro, NJ's Unity Day for two years. Where we held a voter registration drive and distributed nominal trinkets.
- Participated in the American Red Cross Blood Drive in Washington Township NJ.
- Donated 25 backpacks to Camden City Schools' Project Backpack.
- Participated in and raised funds in the MS and March of Dimes Walk-a-thon.
- Members volunteered at the Angel of God Gingerbread House Fundraiser.
- Participated in coordinating member donations for the Angel of God Foundation Diaper Drive
- Participated via an outreach table at the Local 2373 Membership Fair held in Science Hall at Rowan University.
- Participated in toy drive for holiday season for Angel of God Foundation.
- Placed a ¼ page ad (\$35) was placed in the Glassboro High School play booklet for Beauty and the Beast. The play will run the beginning of March at the Glassboro High School. (See below ad)



- Placed an Ad in the Glassboro High School 2011-2012 Season Schedule Poster.
- Placed an Ad in the Glassboro High School Yearbook.
- Presently the Rowan CAC is looking for Member Volunteers to assist the Angel of God Foundation for the BREAKFAST WITH THE EASTER BUNNY SAT MARCH 31st. The event is being hosted by The Angels Clothing Closet in Pitman.
 - This is a non-denominational non-profit local organization. The proceeds of this event will be utilized in assisting those in need in our community.
- The Committee plans on purchasing polos when the new AFT logo is voted upon by the Executive Committee.
- The CAC is exploring how it can assist The Beacon Home for Women, a homeless shelter for women in Woodbury, NJ. A drive of some sort may commence in the spring semester.
- Contributions of news are being posted on the Rowan University AFT Facebook page. Emails are being sent regarding the existence of a Facebook Page.

The CAC purchased two washable table cloths to be used to participate in events and for general AFT use.