

FAN

Faculty Association Newsletter

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MONROE COMMUNITY COLLEGE

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<http://www.monroecc.edu/go/FA>



President's Corner

New FA Research Committee Formed

Michael Goho, FA President

Last year, the membership of the Faculty Association ratified a four year contract by a vote of 304 to 63. This 83% thumbs up was a gratifying end to long and difficult negotiations. The negotiating team and Faculty Council were pleased by the support you gave us. However, as is the case with all contracts, not everybody was satisfied with the results of the negotiation. Seventeen percent of you voted "no" on the question of ratification. Others of you who voted "yes" did so while expressing some reservations about the contract. Indeed, more than any other contract negotiation in which I have been involved, this contract created the most heated discussion among members of the negotiating team. We met for many hours trying to decide whether what we had achieved was indeed what you wanted and, more importantly, what you could accept.

Although we achieved some of our goals, on others we had to compromise, and on others we had to let go entirely. Often these decisions were difficult to make and to accept. In the end, we felt as though we had a contract the membership would accept and you did so overwhelmingly. But the negotiating team and Faculty Council was left with a hollow feeling. We feel as though we need to get a better read on the membership and the goals you want us to strive for.

To that end, Faculty Council has created a research committee headed by Angel Andreu. Other members

of the committee are Charlie Clarke, Bethany Gizzi, and Celia Reeves. The charge of the committee will be to create an opinion poll to be distributed to the entire membership this spring. From that poll, the research committee and Faculty Council will select a number of topics which will be researched and presented to the membership. Two such topics will be covered each semester until the next negotiations begin in the 2007-2008 academic year. In addition, the membership will be polled in smaller surveys about each topic.

In this way, Faculty Council hopes to develop a sense of what issues are most important to the membership. Further, we hope to bring information to you regarding these issues. Each semester, beginning next fall, we will hold two membership meetings devoted to specific topics. We may meet with the membership as a whole or we may bring issues to specific constituencies within our membership. We hope to bring insight to the membership on the issues that are most important to you. We hope you will bring to us those items which you would like to see us concentrate on as we move toward the next negotiations.

When you receive your poll, please take some time to fill it out and return it to us. To best represent the membership, we need to hear your opinions and desires.

Faculty Council Meetings Schedule for Spring Semester 2005

Wednesdays • 3:10 p.m. • Board Lounge

February 2, February 16

March 2, March 16, March 30

April 13, April 27

May 11, May 25 (tentative)

MEMBERS ARE WELCOME!

A Member's Guide to Salary Equity

Michael Goho, FA President

We receive more questions about salary equity than, perhaps, any other topic.

Salary equity originates from a mid-1980s lawsuit filed by female faculty who contended that the college discriminated against women in the form of lower salaries. Faculty initiated a statistical analysis, also verified by an external consultant, showing that such discrimination did exist. Before the lawsuit reached the courts, the college settled the case. A lump sum of money was distributed to all women faculty and a salary equity clause was added to the contract.

The salary equity clause was designed to correct inequities in hiring salaries by making adjustments, when necessary, to the base salary of individuals. The salary equity article (Article 46) of the contract calls for the salary of faculty members to be examined on specific anniversary dates. The application of salary equity depends on whether one has academic rank or not.

Salary Equity for Ranked Faculty

Salary adjustments for teaching and professional staff depend upon both rank and longevity. Salaries of instructors or assistant professors entering their sixth full-time year of service are adjusted (if necessary) to one standard deviation below the mean for his/her rank. Last year, this was \$38,341 for 10-month assistant professors and \$43,011 for 12-month assistant professors. The figures for instructors are now moot due to the increase in the minimums in the 2004-2008 contract.

Salaries of assistant professors entering their tenth year of full-time service are adjusted (if necessary) to the mean of assistant professor salaries. Last year, this was \$44,273 for 10-month faculty and \$49,245 for 12-month faculty.

Salaries of associate professors entering their fifteenth year of full-time service are adjusted (if necessary) to the mean of assistant professor salaries. Last year, this was \$56,274 for 10-month

faculty and \$64,220 for 12-month faculty.

Salaries of full professors entering their twentieth year of full-time service are adjusted (if necessary) to the mean of professor salaries. Last year, this was \$73,246 for 10-month faculty and \$79,477 for 12-month faculty.

Two more salary adjustments occur for professors entering their 25th and 30th years of full-time service. Last year, these were \$75,600 and \$77,955 for 10-month faculty and \$81,597 and \$83,716 for 12-month faculty.

Salary Equity for Non-Ranked Faculty

Salary equity works differently for those who do not have academic rank, and consequently no access to tenure, such as coordinators and specialists. Since these titles don't carry rank, salary equity depends solely upon longevity. When non-ranked faculty enter their sixth, tenth, fifteenth, twentieth, twenty-fifth, and thirtieth year of service, their salaries are adjusted (if necessary) to the figures for those with rank. In other words, during their sixth and tenth years, their salaries are compared to assistant professor salaries. Entering their fifteenth year, their salaries are compared to associate professors. Entering their twentieth year, non-ranked faculty salaries are adjusted to professor salaries—and so on.

Sometimes, a full salary equity adjustment does not occur for 12-month, non-ranked faculty because the adjustment would exceed the salary cap for that title. For example, the salary cap for a coordinator was \$66,093 last year. If a coordinator entered their 20th year, the salary equity figure would be the mean of full professor salaries: \$79,477. In this case, the coordinator would be moved only to their his/her salary cap.

Is There an Alternative to Salary Equity?

People often ask me if there is a better way to boost salaries. My answer is always, "Yes." The alternative is a salary schedule—a solution that management has consistently rejected. In fact, a principle that guided the FA during the last negotiation was that each position ought to have had a salary range of \$20,000, and one should be able to go from their minimum to maximum salary within 15 years. As faculty progressed up in rank or title, they

(continued on page 3)

Salary Equity...*(Continued from page 2)*

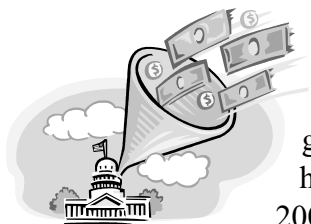
would shift to a new schedule, thereby increasing their maximum salary. Within a particular rank or title, it would take no more than 15 years to achieve one's maximum salary. This remains our principle, but it will be very difficult to negotiate.

However, salary equity must work pretty well, because management has attempted for years to get us to bargain it away. Every year, approximately 20-30 faculty benefit from salary equity. This adds an additional 0.40-0.70% of salary increases on the contract every year. Salary equity is a necessary part of our contract that helps us keep up with our peers within our college, as well as other community colleges. It is far from a perfect system, but for the time being, it will not be touched until a decent salary schedule replaces it.

If you have further questions, please give me a call. I'd be glad to clear up any question you might have.

Educator's Tax Guide Available to Members

Marlene Goho



The Educator's Tax Guide 2005 Edition is now available. The tax guide gives tips for educators and highlights tax changes for 2004. There is a limited

supply so please call immediately to reserve your copy. There is no cost to FA members. Contact Sonja Lenhard, FA Secretary, at extension 2019 or via Outlook.

FA Office Hours

Brighton: 7-205 M-F 8:30-4:30
(Brighton phone: 292-2019, 292-2528, 292-2524)

Damon: 4-184 Tuesdays only
9:00-3:30 or by appointment
(Damon phone is 262-1783)

Union Scholarships Available

AFT Robert G. Porter Scholarship

Are you attending school to advance your career or to become a better representative for the union? Is there a graduating senior in your family? Would you like help with the cost of tuition?

Visit the AFT PLUS member benefits section of the AFT Web site (www.aft.org) today to apply for the 2005 Robert G. Porter Scholars Program. The competition is open to all AFT members and the children of AFT members who will be graduating from high school in 2005. The Porter scholarship was established in 1992 to honor Robert G. Porter who served as secretary/treasurer of the AFT from 1963 until his death in 1991. There are four (4) \$8000 scholarships awarded to graduating seniors (2005), and \$1000 grants are given to union members who are continuing their education. The deadline is March 31, 2005.

New York State AFL-CIO 2005

The New York State AFL-CIO will award a four-year scholarship to a 2005 graduating high school senior who intends to pursue a career in labor relations or a related field. The scholarship will be for \$2,000 a year for four consecutive years. In addition, the winner will be given an opportunity to work for the New York State AFL-CIO, as a paid intern, when such positions are available.

Applicant must be a 2005 high school graduate, have a parent who is a member of a union affiliated with the NYS AFL-CIO, and accepted in a course of study either in labor relations, history, economics, law, political science, sociology, or journalism at an accredited institution of higher education in New York State. Please contact the FA for an application with complete instructions. The deadline is April 12, 2005.

Both the AFT and AFL-CIO websites are available on the FA Website. See "Labor Links."

Need life insurance? Look to your union.

The basic premise of life insurance is simple – your beneficiary receives a death benefit when you die. Then why are there so many kinds of life insurance? The reason is because people use it differently for various circumstances. Some use it for their family's financial security, some use it to "insure" their mortgage as required by their lending institution, and some use it as an investment vehicle.

New York State United Teachers Member Benefits offers three distinct life insurance policies to meet members' various needs.

Term Life Insurance is purchased for a specific period of time, or a "term." Benefits are paid to a beneficiary only when the insured dies within the specified period. If the insured is under age 70 and diagnosed as terminally ill, 60 percent of the life insurance benefit may be payable before death. Coverage is guaranteed renewable to age 70. The coverage amount reduces by 50 percent at age 65. Applicants must be under age 65 and can apply for up to \$1 million in coverage.

Financial experts consider Term to be the most economical type of life insurance because it is "pure" insurance. In addition to providing a death benefit to beneficiaries, term life may be your best value as a means of insuring your mortgage.

Senior Term Life Insurance is designed for people between the ages of 65 and 84. Coverage amounts are lower than the Term Life Insurance plan, as financial obligations are generally lower in later years. Depending on age at issue, applicants may choose up to \$30,000 in coverage. Coverage decreases with age and ends at age 85.

If you are looking for a cash value plan, NYSUT offers an option based on universal life insurance. The **NYSUT WrapPlan® Term Life Coordination Program** "wraps" around existing term life insurance coverage to restore full coverage when term life insurance decreases or terminates. While there are no investment options, guaranteed interest rates provide cash accumulation. At age 95, the life insurance coverage ends and you receive the account value. Applicants must be age 65 or under and can apply for up to \$300,000. Loans are available.

For more information, call NYSUT Member Benefits at 1-800-626-8101, e-mail benefits@nysutmail.org, or visit the Web site www.memberbenefits.nysut.org.

