FA Reaches Agreement on Compensation for Banner Project

by Mike Goho, President

The FA and Management have reached agreement on the issue of compensation for professional staff working on Banner who are required to work beyond the normal work day/week. The Banner project is a conversion of our old data base (CICS, HRS, FRS, etc.) to a more integrated data base.

The full letter of agreement is reprinted on the page 3 of this issue of FAN.

This agreement comes after many months of negotiations with management. Faculty Council has unanimously endorsed the terms of this letter of agreement. The FA believes the success of the Banner project is vital to the college community. We believe this agreement will allow the college to move forward with the Banner project and will ensure that FA members required to work on the Banner project are compensated fairly for their work.

As stated in the letter of agreement, compensation will take place in two forms. The leaders of the Banner project will be paid a stipend (over three years) for the work they do during the life of the project. These leaders have been identified by their Vice Presidents as being responsible for making certain the Banner project is completed by directing the day-to-day tasks of others working on the project. These stipends recognize the added complexity and the added work required of the leaders for their

Meeting Reminders

March 3 – FA Meeting with Professional Staff
– 3:30 p.m., Empire Room of the Warshof Conference Center
Led by: FA President Mike Goho and Chief Negotiator Charlie Clarke
AGENDA: Banner and work beyond work day/week

March 13 – Saturday – Membership Meeting
9:30 a.m. in 8-200
AGENDA: NEGOTIATIONS

March 16 – Tuesday – Membership Meeting at
4:00 p.m. in 8-200
AGENDA: NEGOTIATIONS

The March 13 and March 16 meetings will have the same content – they’re offered at different times for the convenience of faculty. Refreshments will be available at both meetings.

ATTENTION ADJUNCT FACULTY

March is the time to think about the adjunct promotion process.
Check out the FA website (Adjunct Faculty) for information about the promotion process.
http://www.monroecc.edu/go/FA

Continued on page 2
Banner Project… (Continued from page 1)

involvement on the Banner project. Those of you who are asked by your team leaders or your supervisor to work beyond the normal work week (35 hours), as result of your involvement in the Banner project, will be compensated by the use of flex time when possible and monetary compensation when flex time can not be scheduled within one month of your extra work. Monetary compensation will be paid at a rate of one’s salary divided by 1820 (the number of hours in a work year). For example if your salary is $48,000, your compensation rate would be $48,000/1820 = $26.37/hr.

This agreement recognizes the large amount of work it will take to complete the Banner project successfully. To that end, those working on the Banner project will not lose vacation time if the work necessary to complete the project on time interferes with vacation schedules.

The procedure for adopting this letter of agreement is spelled out in the FA bylaws (http://monroecc.edu/go/FA, see Bylaws). Faculty Council strongly recommends the adoption of this letter of agreement. Although the scope of this letter of agreement covers many of you in the professional staff, Faculty Council believes that a ratification vote by the entire membership should not be held. If, however, 10% of the membership request a vote be taken, a ratification vote on this letter of agreement will be held. The membership has 30 days to bring such a petition forward.

A meeting for professional staff to meet with the FA leadership will take place as follows. We look forward to seeing you on March 3.

Faculty Council Meetings Schedule for Spring 2004 Semester

All Faculty Council Meetings will be held in the Board Lounge from 3:10 – 5:00 p.m. Members are always welcome.

March 10
March 24
March 31
April 7
April 21
April 28
May 5
May 12
May 19
May 26
June 2
June 9

Correction…
FAN Volume 37, No. 4 page 5:
Porter Scholarships should read 4 (four) $8000 scholarships for high school seniors, and 10 (ten) one-time grants of $1000.
LETTER OF AGREEMENT

Regarding Banner Implementation

The college’s decision to migrate its information system to Banner will require a significant commitment of time and leadership from many college employees.

In recognition of those commitments, the college and the Faculty Association agree to a compensation plan for Faculty Association represented employees as follows:

1. Leadership stipends:

   The following employees will receive stipends:

   Team Leader: Student Module $20,000
   Team Leader: Student Module $20,000
   Team Leader: Financial Aid Module $20,000
   Co-Leader: Data Standards $20,000
   Co-Leader: Data Standards $20,000
   Asst. Team Leader: Student Module $12,000
   Asst. Team Leader: Student Module $12,000

   The stipend will be paid bi-weekly, upon approval by the Board of Trustees. The final payment will be made on or before August 31, 2006. The stipend will constitute the entire compensation for those employees. They will not be eligible for additional compensation for the Banner project.

2. No professional staff member will be required or scheduled to work more than 35 hours in a workweek without guaranteed flex time or monetary compensation. Professional staff who are required, by their manager or their Banner team leader, to work additional time because of Banner requirements will be able to flex those hours or be paid at an hourly rate equal to their annual salary + 1820.

3. Vacation:

   Article 9(A)(2) requires employees to reduce their vacation bank to twenty (20) days by August 31 of each calendar year or forfeit time in excess of twenty (20) days.

   If a team leader or project manager determines that the use of vacation time will negatively impact Banner implementation, the employee will be permitted to exchange days in excess of twenty (20) days for pay at the regular rate of pay. In an unusual circumstance, the employee could be granted the option to carry forward a balance of no more than twenty-five (25) days.

   Charles R. Clarke
   Contract Administrator, Faculty Association
   Dated: 2-26-04

   Diane M. Cecero
   Contract Administrator
   Dated: 2-26-04
Just Take Five Seconds...

You work hard to give your children the brightest possible future. Did you know that by taking an extra five seconds each time you get into a car, you can improve their chances of seeing your hopes and dreams become a reality?

The technique: making certain everyone’s seatbelt is buckled before starting your car. “According to the National Highway Traffic Safety Association, traffic-related injuries are the leading cause of injury death in America,” said Cathy Rein, President and CEO of MetLife® Auto & Home. “In fact, it’s estimated that seatbelts save 9,500 lives in America each year. Even so, many people fail to incorporate this routine into their daily lives.”

Steps to improve the chances that you and your loved ones will walk away from a potentially fatal accident include:

- Always buckle up, even if you’re just traveling a short distance. Seventy-five percent of motor vehicle accidents occur within 25 miles of home.
- Wear the shoulder belt properly over your chest and shoulder. You’re not completely protected if your shoulder belt is worn behind your back or under your arm.
- Use child safety seats and/or safety belts every time. Police departments can help to install safety seats. Keep children ages 12 and under in the back seat.
- Children should NEVER be allowed to ride in the front seat of cars, especially if a vehicle has dual air bags. Air bags can activate and cause serious harm to children.
- Be a role model for children — they are more likely to use seatbelts when trusted adults buckle up.

To help reinforce this point, MetLife Auto & Home recently introduced a new, informative brochure called “In the Driver’s Seat: About Driving Safety,” containing a wealth of information relating to safe driving — including tips on seatbelt and car seat safety, defensive driving, and simple car maintenance. The brochure is available for free to the public by calling 1-800-638-5443 (1-800-MET-LIFE). (Please note: this brochure is currently only available in English.)

As a New York State United Teachers member or agency fee payer, you have access to MetLife Auto & Home, one of the nation’s leading personal lines property and casualty insurance companies with more than 2.7 million policies in force.

For free, no-obligation auto and home insurance quotes that include special group rates* and valuable bonus coverages that can save you from hidden costs†, call 1 800 GET-MET 1 (1-800-438-6381). Please have your current policies on hand when calling.

It Could Save Your Child’s Life!

* Available in most states to those who qualify.
† Subject to state availability. See your policy for exact details. A deductible may apply.
Coverage, underwritten by MetLife Auto & Home, is available in most states to those who qualify. In Texas, real property policies are provided by Metropolitan Lloyds Insurance Company of Texas, Irving, TX. In Texas, auto policies are provided by either Metropolitan Property and Casualty Insurance Company, Metropolitan General Insurance Company, Metropolitan Casualty Insurance Company, Metropolitan Direct Property and Casualty Insurance Company, all of Warwick, RI, or Liberty County Mutual Insurance Company, Irving, TX, through an arrangement with Metropolitan Property and Casualty Insurance Company. In some instances, special arrangements for coverage have been made with other carriers. MetLife Auto & Home is a brand of Metropolitan Property and Casualty Insurance Company and its affiliates, Warwick, RI.

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