

FAN

Faculty Association Newsletter

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MONROE COMMUNITY COLLEGE

May 14, 2007

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



President's Corner

Charlie Clarke, FA President

The teaching faculty are in the home stretch of completing another academic year which has moved with lightening speed. Many professional staff are anticipating a little respite before they are consumed with preparing the students and the physical infrastructure for the classes of 2007–2008. In a few weeks we will gather as a community and celebrate the year with the signature events of graduation, Honor's Convocation and Employee Recognition. This year the FA's post graduation party will occur at a new riverfront venue and for the first time include music, dancing and maybe even a little karaoke (See Chris Otero-Piersante's article on page 3).

The FA is gearing up for summer work and is already well invested in planning for next year's contract negotiations. At the last Faculty Council, our current contract administrator, Mike Goho, was selected as our next chief negotiator. It is now time to select a negotiating team for next year. This parallels how we operated for our last contract.

Although negotiations will occur during the spring months of 2008, we must now start the team building, planning, research and contract proposal process. During the summer we will review existing

survey results, prepare the major survey for distribution in September and generally get to know the likely issues. **I strongly encourage you, if you haven't done so already, to complete and return the most recent niche survey.**

Negotiations

Plans for 2007-2008

- **May 21** – Deadline for members to submit their names to the FA Office for a negotiating team interview
- **May 23** – Faculty Council Meeting - Interviews for Negotiating Team beginning at **3 p.m. – 3-115**
- **May 30** – Faculty Council Meeting – Interviews for Negotiating Team beginning at **3 p.m. – 3-115**
- **June 4** - FA Membership Meeting to approve the Chief Negotiator and Negotiating Team – **12 Noon in 8-200**

The negotiating team is typically composed of six, possibly seven FA members. The President is always a member as is the Chief Negotiator. We are now looking for five (5) members who are prepared

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Charlie Clarke, President; **Taine Vinci**, Vice President; **Patricia Kress**, Secretary; **Christopher Otero-Piersante**, Treasurer; **Mike Goho**, Teaching Director; **Tim Tatakis**, Teaching Director; **Randy Rezabek**, Professional Staff Director; **Paul Wheeler**, Professional Staff Director; **Patricia Dano**, Adjunct Director; **Angel Andreu**, Grievance Chair; **Joseph McCauley**, Contract Chair; **Ellen Mancuso**, Legislative Chair; **Lauren Pivnick**, Benefits Chair; **Christine Casalnuovo-Adams**, Institutional Chair; **Bethany Gizzi**, Membership Chair; **Kathy Baxter**, Damon/Site Director

to serve their colleagues in the time-consuming and emotionally challenging task of renewing our contract in a manner that most members will be satisfied with. If everything goes acceptably, a team member is looking at 80–120 hours of scheduled prep and negotiations. For this investment, you would be given token release time of 3 FCH or a stipend that would be equivalent to that. In short, no one does it for the money.

Ideally, if available, we are looking for a cross section (e.g., teaching, tenured and annual professional staff, and adjunct representation) of our constituency. We are looking for individuals who are deeply committed to organized labor and the right to bargain collectively the terms and conditions of employment. The task demands that you have a high level of tolerance for ambiguity; be willing to mindfully engage in perspectives that you may already personally disagree with; be willing to champion outcomes that are not in your personal interest; maintain strict confidentiality under inquisitive pressure; and possibly have some people look at you as the devil's spawn for giving away or not getting their sacred issue. It is also incredibly interesting, important and potentially satisfying work.

Interested members need to contact FA Secretary Sonja Lenhard at x2019 immediately to schedule an interview. The Faculty Council will interview interested parties on May 23 and May 30 and the selected team will be presented to the membership on Monday, June 4, 2007 at College Hour in 8-200.

Please feel free to contact me or my staff if you have additional questions.

Use or Buy Back your Vacation Days

A reminder for Professional Staff

Marlene Goho, Adm. Director

Don't lose those vacation days!

Remember, you may have no more than 20 accumulated vacation days as of August 31, 2007. You can, however, exchange up to five (5) vacation days for salary providing you have no more than 20 accumulated days on August 31. If you are interested in exchanging vacation days for pay, you have the option of printing the necessary forms: www.monroecc.edu/go/employees, select forms/publications from the left hand menu, select Controller's Office and "vacation payment request."

Please process your request in a timely manner to insure payment!

FA Mediation Project

Attention All Unit Members!

The FA offers a private, confidential, and safe way to resolve interpersonal conflict in the workplace through the use of trained (faculty and professional staff) mediators. Mediation is strictly confidential and a process that treats all participants respectfully. Mediation is an opportunity to engage in addressing interpersonal conflict with no paper trail and no involvement from superiors, union or administrators. If you find yourself in need of

this service, please contact:

Professor Patricia Kress
FA Mediation Project Chair
262-1546

or

Marlene Goho, Administrative Director, FA,
at 292-2528.

All inquiries are confidential.

FA After Graduation Party Will Rock You

Chris Otero-Piersante, FA Treasurer, Faculty Council

The FA after-graduation party will rock out with a new scene for all of you MCC cool cats! Not only has the FA secured a private location that provides a great view of downtown Genesee banks, it'll feature local blues band, The Mud Kings and their deep riffs of the Mississippi and the vinyl grooves of Chicago. If sipping suds along with danceable rhythms like "Mustang Sally" get your blood moving, then the night of Tuesday, June 5th, 9:30 to midnight, is reserved for you.

The Mud Kings have jammed for 10 years, playing at popular venues like the Dinosaur and Beale Street, and even playing with local blues legend, Joe Beard. Lead singer, Jake Kane, leads us through happy and romantic blues, but he's known to be the best harp man Rochester offers (for you newcomers, harp means harmonica). He often pulls out the trombone for a New Orleans feel, too. If that's not enough, he's connected to important people, like his wife, MCC sociologist Nayda Pares-Kane.

The event will take place at The Stock Exchange Restaurant which provides an appealing late-

spring veranda that overlooks the Genesee, with its watery skin shimmering with lights of downtown buildings. And don't worry about rain, either. There's enough outside cover to avoid frizzed hair, which wouldn't mean a thing anyway when the blues are playing inside! Without competition from non-college patrons of restaurants past, the new location will offer a cash bar and complimentary appetizers.

A five minute walk north from the Blue Cross Arena, The Stock Exchange Restaurant is located on Main Street at 120 First Federal Plaza. The walk will be worth it, especially for the late-night cats that don't have to leave in search of live music and an intimate scene to talk about who they had to answer to over the past year.

And if you had to answer to anyone on campus, then you're welcomed to the FA Party, because you know the blues—and the type of dance, at the end of a long season, where sweat flows into the simple joy of getting' down and hangin' with pals.

*Faculty, Staff and Administrators
are cordially invited...*

To the Faculty Association "After Graduation Party"

*Immediately following graduation
About 9:30-9:45 p.m.
Tuesday, June 5*

Stock Exchange Restaurant
120 First Federal Plaza
(on Main Street across from the Convention Center)

*Once reaching 120 First Federal Plaza,
take walkway along river into the restaurant.*

YWCA Thanks FA for Participating in the Cell Phone Drive


Marlene Goho, Adm. Director

In the March edition of FAN, we appealed to the membership to donate their used cell phones. Proceeds from the recycled cell phones directly benefits programs and services the YWCA provides to women and children in Rochester and Monroe County.

We'd like to share a portion of a letter received from the President/CEO of the YWCA, Jean Carroll:

"Your contribution will allow us to continue to provide programs and services that help women overcome the most difficult periods of their lives. We provide support that helps them develop their inner strength, become employed, more educated, and achieve stability. In doing so, we help to keep our community healthy."

Thanks to all who participated in this endeavor!



REMEMBER...
Attendance at Honors Convocation and Commencement is required by Article 47, Section J.

Faculty Council Election Results
Balloting for Faculty Council officer positions took place on April 24-25.
The results are as follows:

President	Charlie Clarke	Psychology	2007-2009
Vice President	Taine Vinci	Counseling and Advising	2007-2009
Teaching Director	Mike Goho	Engineering Science/Physics	2007-2009
Benefits Chair	Cheryl Mahoney	Nursing	2007-2009
Institutional Chair	Christine Casalinuovo-Adams	Admissions	2007-2009
Grievance Chair	Bethany Gizzi	A/H/P/S	2007-2008*
Adjunct Chair	Patti Dano	Health and Physical Education	2007-2009
Damon/Site Director	Kathy Baxter	Damon Student Services	2007-2009
Membership Chair	Regina Fabbro	English/Philosophy	2007-2008*
Professional Staff Director	Paul Wheeler	Purchasing	2007-2009

The following were elected as delegates to the NYSUT 2008 Representative Assembly: Kathy Baxter, Ellen Mancuso, Chris Otero-Piersante, Taine Vinci, Bethany Gizzi, and Paul Wheeler. The elected alternates include: Patricia Kress, Bill Drumright, Mark Sample, Joann Santos and Regina Fabbro.

A special thanks to the poll watchers at Brighton and Damon, **Kathy Baxter**, the Damon elections coordinator, and **Sonja Lenhard**, the absentee ballots coordinator.

**Two special one-year terms; one due to change of Bethany Gizzi from Membership to Grievance, and Angel Andreu's forfeiture of one year as Grievance Chair.*

NEGOTIATIONS TIMETABLE

- Labor and Management mutually agree to begin contract negotiations. (During spring 2008)
- Faculty Council Approves a Chief Negotiator. (April 25, 2007)
- Notice in FAN announces openings for the Negotiating Team. (This edition of FAN-May 14, 2007)
- Interviews are held for Negotiating Team members. (Faculty Council Members who apply are excluded as interviewers, however, President and Chief Negotiator participate)
- The Chief Negotiator and Negotiating Team are approved at FA Membership meetings. (May 23 and May 30)
- The Negotiating Team conducts a priority poll of the membership. (Tentatively scheduled for fall, 2007)
- Priority Poll results are reviewed by the Negotiating Team and used to draft an initial proposal. (This information is not shared with the membership)
- Research committees may be formed.
- Labor and Management set ground rules for negotiations at a "kick off" meeting (2008) prior to the start of negotiations and a meeting schedule is set.
- The FA President and Negotiating Team keep the Faculty Council and Membership apprised of negotiations.
- When agreement is reached, the FA presents the terms to the Faculty Council for approval and Management presents the terms to the Board of Trustees.
- If both Faculty Council and the Board of Trustees approve the terms, the terms are shared with the Membership and the FA holds a ratification vote.



*Let us help put
you on the MAP!*

In efforts to expand communications with members, NYSUT Member Benefits Trust is introducing MAP, the Member Assistance Program. Just as maps assist by providing direction, MAP team members will assist Member Benefits and vice versa.

By joining MAP, you'll be among the first to hear about new, endorsed programs and program updates. You'll receive special offers from Member Benefits or its endorsed program providers. You'll help Member Benefits test potential new programs and provide feedback. Your opinions will be solicited on new programs under consideration.

MAP is an e-mail based program. Member Benefits will not share your e-mail address with outside interests other than endorsed program providers and only under controlled circumstances. Member Benefits will oversee the frequency of e-mail communications to ensure you will not be bombarded.

MAPpers will receive e-mail communications from Member Benefits and occasionally from its providers of endorsed programs. Once a program provider receives approval from Member Benefits to send you an offer or information, the vendor will be required to destroy the e-mail listing after sending the communication.

This exciting, new program allows you to help shape future programs and services exclusively available to you and your colleagues.

Join by July 2, 2007 and you will be entered into a drawing to receive one of two Kodak Easy-Share digital cameras. To join, log on to www.memberbenefits.nysut.org, or call **(800) 626-8101**. You will be asked to provide your name, address, local association, e-mail address and NYSUT Member ID number, found on your membership card or by calling Member Benefits.

Help make a difference. Become a MAP team member.

For information about this program or about contractual expense reimbursement/endorsement arrangements with providers of endorsed programs, please call NYSUT Member Benefits Trust at (800) 626-8101, e-mail benefits@nysutmail.org, visit www.memberbenefits.nysut.org, or refer to your NYSUT Member Benefits Trust Summary Plan Description.

