

# FAN

## Faculty Association Newsletter

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MONROE COMMUNITY COLLEGE

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



## President's Corner

*Charlie Clarke, FA President*

The Faculty Association contract, like all contracts, defines rights, responsibilities and benefits; therefore constraining individual opportunities. This applies to the College and the Faculty Association. Let me illustrate this, as it relates to a current Labor-Management issue concerning the contractual trigger point for proportionate salary and benefits.

Our contract clearly provides proportionate salary and benefits to faculty who are full time employees. Professional staff faculty, who work over 910 hours in a year and teaching faculty who teach more than 9 FCH per semester, but no more than 80 % of a department workload, receive proportionate salary for their title and are able to receive 50% of the contractual maximum for health care premiums, sick leave, and tuition waiver. This benefit costs the College more for their services than it would if they were working below the trigger point. In order to avoid paying proportionate salary and benefits, the College limits how much an adjunct faculty member or part time professional staff may work. In turn, the FA monitors faculty assignments and insist that proportionate salary and benefits be paid, when the trigger point is crossed.

So what's the problem? Management brought it to our attention that a number of our adjunct teaching faculty are employed with multiple assignments, in particular teaching, tutoring, and advisement. In many cases this means they have crossed the trigger point for receiving proportionate salary and benefits. Improved knowledge of these multiple assignments has partially occurred because Banner makes it easier to monitor multiple assignments. In response to this, during the first weeks of the semester, the College decided to preempt any obligation to pay proportionate salaries and benefits by eliminating additional assignments given to adjuncts teaching 9 FCH.

In response, the Faculty Association has waived, for the fall semester only, proportionate salary and benefits for faculty with multiple assignments. This allows for our tutoring and advising programs to continue running without sudden disruption. In turn, this temporary waiver allows our members, who were planning on the income from these multiple assignments, to prepare to adjust to the possibility that the College would rather limit their work opportunities than provide proportionate salary and benefits.

The FA is disappointed by this decision. The College does not face a fiscal crisis. The College presently has a \$20 million dollar fund balance and we believe could afford to expand the number of part-time lines that would be necessary to pay proportionate

*(continued on page 2)*

**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

salaries and benefits. But the FA doesn't negotiate mission; the FA negotiates the impact of these decisions. The present trigger point for proportionate salary and benefits is based on the assumption, explicitly articulated in previous contract negotiations that positions below the trigger point reflect at will employment and are not designed to sustain a middle class livelihood.

At the September 20th Labor Management (LM) meeting we agreed to discuss and negotiate, as appropriate, a resolution to this issue. There are several concerns that Faculty Council must consider in finding a long term solution to this problem:

- What will be the tutor pay scale for faculty with rank? There is presently a long standing and mutually acceptable payment schedule for advisors that is tied to academic rank.
- Do we want to permit individual adjuncts to teach 9 FCH and a limited number of tutor/advisor hours during the fall and spring academic semesters, without proportionate salary and benefits?
- In terms of computing the trigger point for salary and benefits, how might we convert tutor and advisement hours into FCH?

Concurrent with the LM process, the FA leadership will meet with faculty with multiple assignments to understand their interests and share our principles. This is not an easy issue. Given the College's unwillingness to expand the number of part time lines, a mandated trigger point for salary and benefits will have the consequence of constrained opportunities for work. Not all individual members care about proportionate salary and access to benefits. For them the trigger is an impediment. A contract has consequences that are not always universally welcome. We strive to benefit the greatest number, while trying to disappoint as few as possible.

We need to remind ourselves that our jobs and our right to bargain collectively have statutory bases. The College exists as a creation of the State and the County governments. In the final analysis we must negotiate within our shared commitment to the College mission and the political and fiscal limits that come with that mission. We must remind the College that fair and affordable wages and benefits advance the mission of the College. This will always be a work in progress.

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## Research Committee to Reconvene

*Angel Andreu, FA Research Committee Chair and Grievance Chair*

*Committee Members: Angel Andreu (Chair), Charlie Clarke, Mike Goho, Bethany Gizzi, Joe McCauley, and Mary Ann Ward)*

Now that the main membership survey was completed last year and the results have been analyzed, it is time to conduct niche research into issues and concerns that were raised in the survey.

On the agenda for more in depth research for this term are the following topics:

- Health coverage
- Adjunct issues/concerns
- Salary distribution models

- Dental coverage/prevention coverage
- Cost of living in Monroe County

Some of this research will involve short polls to specific sub-populations. If you are selected for participation in one of these polls, please participate. The information you provide will be used to help in preparation for the next contract negotiations (which is about a year away).

If you have any questions about the FA Research Committee or research, please feel free to contact Angel Andreu (aandreu@monroecc.edu).

# The Glass is Half Empty – and Leaking

Michael Goho, Contract Administrator

Last year I wrote an article comparing the salaries of 10 month teaching faculty at MCC with those at other community colleges within New York. We have just received from NYSUT research the 2005-2006 salaries for 10-month faculty teaching at SUNY community colleges. The picture this year for salaries is worse than last. On page 4, you will find a comparison of faculty salaries (10 month) to the averages of all SUNY community colleges. The uppermost set of data show how we fare in the composite against all teaching ranks. Data are then broken out by individual rank. This data came to the Faculty Association from NYSUT Research which gathered the data from SUNY System Administration.

As you can see, Instructors have dropped from 13th to 14th out of 30 SUNY community colleges. The average salary for an Instructor is 95% of the SUNYCC average. Assistant Professors have dropped from 14th to 15th and make 87.3% of the SUNYCC average. Associate Professors went up from 13th to 12th but dropped from 95% of the SUNYCC average to 94% of the SUNYCC average. Professors dropped from 9th to 11th but held steady at 98% of the SUNYCC average.

I am generally a fairly optimistic person, but when I look at this data, I can find no way to see a half full glass. I see the glass as half empty – and leaking. This is not the way things should be at a college

that prides itself on being one the best. An excellent faculty ought to be paid above average wages.

The salary increases in our present contract were meant to address the issue of low salaries and focused on the lower end of the salary scale. A flat dollar increase with a premium paid to those below the median salary was designed to begin to address the problem of our standing relative to other community colleges within SUNY. Clearly, it has not worked. The FA stands committed to seeking a solution to this problem.

The FA will raise this issue again with President Flynn who has stated in several meetings with FA leadership that average salaries at MCC ought to be no worse than 5th statewide. Although negotiations seem a long way off, we have begun our research for the next round of negotiations. In the last round we put several different salary distributions on the table to address the widening disparity between our lower salaried faculty and those at other community colleges. All were rejected by management. We will strive to find a way to move the salaries of all faculty toward this goal of 5th in the state. As we approach negotiations, we call on management to work with us to address this issue. We have a fund balance that is the envy of all community colleges in the state. If other community colleges can find a way to pay their faculty an above average wage, we should be able to as well.

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## Adjunct Faculty Meeting Scheduled for October 23

If you are an adjunct faculty member who's teaching, tutoring, and/or advising, the FA has scheduled an informational meeting as follows:

**Monday, October 23, 2006**

**Room 8-100**

**4:00 – 5:30 p.m.**

*Refreshments will be served.*

Please call Sonja Lenhard, FA Secretary, at x2019 or via Outlook slenhard@monroecc.edu to R.S.V.P.

### Comparison of Average MCC Faculty (10 Month) Salaries to SUNY CC Averages

	97-98	98-99	99-00	00-01	01-02	02-03	03-04	04-05	05-06
MCC All Ranks	\$52,653	\$52,641	\$52,829	\$53,142	\$52,573	\$52,159	\$52,727	\$53,797	\$54,089
SUNY CC Ave	\$52,023	\$53,174	\$54,634	\$54,925	\$55,490	\$57,277	\$58,600	\$60,092	\$61,307
MCC/SUNY CC	101%	99%	97%	97%	95%	91%	90%	90%	88%
MCC Statewide Rank	8	7	9	9	10	13	13	13	14
MCC Professors	\$66,198	\$66,224	\$69,021	\$69,818	\$70,071	\$71,078	\$72,970	\$74,688	\$76,676
SUNY CC Ave	\$63,691	\$65,048	\$67,169	\$68,242	\$69,407	\$71,800	\$74,362	\$76,474	\$78,211
MCC/SUNY CC	104%	102%	103%	102%	101%	99%	98%	98%	98%
MCC Statewide Rank	6	7	6	6	7	8	8	8	11
MCC Associate Prof.	\$52,359	\$51,513	\$54,141	\$55,474	\$56,125	\$56,403	\$56,426	\$57,836	\$58,695
SUNY CC Ave	\$50,617	\$51,747	\$54,768	\$55,278	\$56,654	\$58,771	\$60,069	\$61,025	\$62,570
MCC/SUNY CC	103%	100%	99%	100%	99%	96%	94%	95%	94%
MCC Statewide Rank	7	9	9	8	7	11	13	13	12
MCC Assistant Prof.	\$42,486	\$44,108	\$44,175	\$43,913	\$44,348	\$44,886	\$45,779	\$45,795	\$46,676
SUNY CC Ave	\$43,450	\$44,443	\$45,391	\$46,870	\$48,227	\$49,916	\$50,870	\$52,586	\$53,476
MCC/SUNY CC	98%	99%	97%	94%	92%	90%	90%	87%	87%
MCC Statewide Rank	7	7	10	10	13	15	15	14	15
MCC Instructors	\$32,777	\$33,217	\$34,219	\$34,404	\$35,937	\$36,753	\$38,801	\$40,323	\$41,252
SUNY CC Ave	\$35,824	\$35,945	\$37,232	\$37,550	\$38,693	\$39,946	\$41,268	\$42,140	\$43,404
MCC/SUNY CC	91%	92%	92%	92%	93%	92%	94%	96%	95%
MCC Statewide Rank	14	13	13	15	16	17	12	13	14

\* This row shows the % created by dividing the MCC average by the SUNY average.

\*\* There are 30 community colleges in the SUNY system.

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## Banner and Adjunct Dues Deductions for 2006-2007

*Marlene Goho, Administrative Director*

Dues deductions for adjunct teaching faculty will begin on October 19 and run until December 14. Usually, the deductions have occurred over five pay periods. We're now moving to four pay periods for the fall semester to bring us into the same cycle as Banner. Having the deductions occur over four periods will eliminate a deduction on November 30. In months in which a third pay occurs, certain payroll deductions, like dues, will not occur.

If you are adjunct teaching at MCC for the first time, you'll be receiving a letter containing additional information on dues and membership. This letter will be mailed to your home and it should arrive around October 16.

If you have further questions, please contact the FA Office at 292-2528.

## Audit Completed for 2004-2005

*Marlene Goho, Administrative Director*

Our national affiliate, the American Federation of Teachers, requires that locals of fewer than 1,000 members submit to an annual audit. The AFT guidelines call for an audit to be performed by either an internal audit committee or an independent CPA.

I'm pleased to report that our CPA, Joseph T. Marchese, examined the FA's financial records for 2004-2005 (based upon the procedures required by the AFT), and found them to be in good order. Our next audit for 2005-2006 is due by February, 2007.

### FA Holiday Party Ticket Information



Tickets for the FA Holiday Party to be held on December 1 will be available beginning:

**October 16**  
**\$15 per person**

You can purchase tickets from the FA Office, 7-205, or from Bethany Gizzi (Brighton) and Kathy Baxter (Damon)

