

FAN

Faculty Association Newsletter

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MONROE COMMUNITY COLLEGE

September 20, 2004

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

President's Corner

Michael Goho, President

Welcome to the 2004-2005 academic year. The peaceful hallways of the summer are a distant memory and we are once again off to the races with the start of school. I hope the 2004-2005 year is productive and successful.

We Need Your Help!

The state budget is late again. Normally that does not cause the college too many problems, but this year is proving to be different on the legislative front. In his first budget submitted to the Legislature, the governor cut FTE funding to SUNY Community Colleges by 5%, down \$115 from \$2,300 to \$2,185. After much negotiation, both houses of the Legislature not only restored the \$115/FTE cut, but they increased funding by \$50 to \$2,350/FTE. Recently, the governor vetoed the spending bill passed by both houses. In addition, the governor vetoed \$700,000 in rental aid to community colleges of which MCC was slated to receive \$125,000. Also, the governor's veto will cut \$55.2 million from capital spending to be used at SUNY Community Colleges. The governor's veto would cut \$18 million dollars for MCC to develop its new downtown campus.

If not restored these cuts will create a dire set of circumstances for us here at MCC, for our sister community colleges around the state, and for the students who attend community colleges. Many CC's are already considering a mid-year tuition increase. Community colleges may have to initiate hiring freezes by not replacing those who retire or leave. The loss of these funds could lead to course or program cancellations which will impede our students from achieving their goals.

FA Membership Meeting Schedule

Brighton

September 27 -- 11:30 a.m. in Warshof
Conference Center, Monroe A

Damon

September 28 – 11:30 a.m. at Damon in Rm.
5091

Bring a brown bag lunch! Enjoy drinks, snacks
and desserts provided for you!

Agenda

2003-04 Finances
2004-05 Proposed budget*
and Dues Structure*
Member concerns

**see this edition of FAN*

We need to tell our legislators to override the governor's veto, and to restore the funding necessary to run our community colleges.

You CAN Help!

You can send a fax to your legislator. It's easy.

- 1) Go to www.nysut.org
- 2) On the left side of the page under Legislative Action click on the link "Contact Your Elected Officials".
- 3) Under "Announcements – Send a letter..." , click on the link "(Preview/Send)".

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President's Corner... (Continued from page 1)

- 4) Check the box marked "2004-05 SUNY Community College Veto Override Letter"
- 5) Fill in your zip code or legislative districts above.
- 6) Click fax letters.
- 7) When the next page comes up. Fill in your name and address, check the boxes next to both your assemblyperson and senator and click send.

If you don't like form letters, you can opt to email you legislators and write to them in your own words.

DO THIS TODAY!

NYSUT works hard on our behalf and is lobbying our representatives to override the governor's veto. Our combined voices can make a difference.

Faculty Council Meeting Schedule for Fall 2004

3:15 – 5:00 p.m. in the Board Lounge
September 15, 29
October 13, 27
November 3, 17
December 1, 15

Members are welcome.

Faculty Association Has FREE Labor Film Series Tickets for You!

Free tickets are available for the Labor Film Series (through the Rochester Labor Council). All movies will be shown on Fridays at 8 p.m. from September 3 to October 29 at the Dryden Theatre, George Eastman House. Contact the FA at extension 2019 for a descriptive brochure and tickets.

FA Membership Committee to Participate in Making Strides Against Breast Cancer Walk

October 17 at Frontier Field

Sonja Lenhard, FA Secretary



On Sunday, October 17, the FA Membership Committee will be walking and raising funds for research, public education and patient service programs in the "Making Strides Against Breast Cancer" walk. The walk will be co-sponsored by our affiliate the New York State United Teachers and will take place at Frontier Field.

Registration will begin at 9:30 and the walk begins at 10:30. Pledge sheets are available in the FA Office, 7-205. We'd like to have as many FA members as possible participating and representing the Faculty Association.

This is a great opportunity to come out and interact with colleagues while participating in a walk to save lives! We hope you'll join us. Contact Sonja Lenhard in the FA office at extension 2019 or at slenhard@monroecc.edu.

FYI...

☀ Spiral bound copies of the contract are available in Human Resources. Please pick up your copy.

☀ Visit the FA website at <http://www.monroecc.edu/go/FA>

☀ FA Office Hours and Information

Brighton in 7-205 Monday-Friday
8:30 – 4:30, Call 292-2524, 292-2528,
292-2019

Damon in 4-184 Tuesdays only
11:30 – 4:30, or by appointment
262-1783

2003-2004 Financial Report and Proposed 2004-05 Budget

Christopher Otero Piersante, Treasurer (English/Philosophy)

As your new treasurer, I have worked the past few weeks with the FA Budget Committee to close out 2003-2004 finances. The 2003-2004 FA Financial Summary Report is included, as well as the Proposed FA 2004-05 Budget.

If you have questions regarding the following 2003-2004 financial report or the 2004-2005 proposed budget, please contact me, Mike Goho, or Marlene Goho in the FA office (7-205, extensions 2524 or 2524). The financial report and the proposed budget will be presented to the members during the meetings scheduled:

Campus	Date	Day	Time	Room
Brighton	September 27	Monday	11:30 - 1:00 pm	Monroe A
Damon	September 28	Tuesday	11:30 - 1:00 pm	5091
Bring a brown bag lunch and enjoy drinks, snacks, and desserts provided for you.				

2003-2004 Financial Summary Report

Expenses:

Although thirteen categories were below budget, there were five which exceeded line items. The following expenses will be paid for using the fund balance, explained more thoroughly below.

- 1. Benefits:** The expense resulted from paying the balance of unused vacation and sick days to the FA coordinator and secretary whose contracts do not permit accrual into following year.
- 2. Travel/conference:** The FA sponsored members to attend the November NYSUT Community College Conference in Saratoga Springs and the March NYSUT Representative Assembly in New York City. Also, the FA paid for officers' and members' attendance of labor relations workshops offered at the Cornell School of Industrial and Labor Relations in Rochester.
- 3. Negotiations:** Additional purchases include refreshments at the negotiations informational meetings, the FA's share of lunches during joint negotiation sessions, and a dinner-meeting for FA negotiators at the close of negotiations.
- 4. Books/Magazines:** Several labor relations resource books for the FA's library were purchased, as well as 2004 tax guides, which were distributed free of charge to members.
- 5. Special Events:** Increased costs of the Labor Day Parade, Rochester Labor Council Delegate's dinner, Legislative Breakfast, and membership "get acquainted" breakfasts created expenses.

Fund Balance Reduction:

Unused income of dues creates a savings account, or "fund balance," that may be used for unbudgeted expenses or labor-related emergencies; however, the fund balance neither should be excessive nor insufficient. Because it grew beyond FA needs, the Council voted to reduce the balance in several ways during the last two years. *First*, the Council approved using the balance to off-set the annual NYSUT dues increase of \$19.40 per member, from \$370.00 in 2002-03 to \$389.40 in 2003-04. *Second*, the FA did not increase local dues, which represents .24% of 10-month salary schedule (both 10- and 12-month members are charged on a 10-month basis). *Third*, the Council allowed for decreased dues collection since retiree salaries were replaced with lesser salaries. Consequently, the 2003-04 fund balance was reduced by \$15,798, compared to the balance reduction of \$11,000 in 2002-03.

Proposed 2004-2005 FA Budget Highlights

Change from 2003-04 Budget:

A significant change in the proposed budget stems from ensuring that the fund balance does not become insufficient. After two years of underwriting dues, the Council recommends that state and national dues will be paid at the current rate of \$403.00, an increase of \$1.65 per pay between September and June. The FA local dues, however, will remain at .24% of a member's ten-month salary. Note: Dues are based upon a ten-month schedule, so that ten- and twelve month members are charged on the same basis. Adjunct dues will be unchanged: \$12 plus 1% of salary. Refer to the tables on following page for the proposed dues structure.

Proposed Dues Structure for 2004-05:

The following tables represent the proposed dues structure for the upcoming year using an example of a ten-month salary of \$40,000. Local dues are calculated at .24% of the salary, and they are deducted over 20 pay periods beginning on the second pay in September to second pay in June.

Proposed Full-Time Faculty Dues Structure					
Dues for 2003-04		Dues for 2004-05		Difference	
NYSUT	\$231.00	NYSUT	\$250.00	\$19.00	
AFT	139.00	AFT	153.00	14.00	
Local	96.00	Local	96.00	0.00	
Total:	466.000	Total:	\$499.00	Total:	\$33.00

Dues for Faculty who are Less than Full-Time		
Salary Range	NYSUT/AFT Dues	FA Local Dues
\$27,999 to \$21,000	\$264.00	.24% of 10 month salary
\$20,999 to \$14,000	\$201.50	.24% of 10 month salary
\$13,999 to \$7000	\$100.75	.24% of 10 month salary
Adjunct Faculty	\$12 plus 1% of salary	Not Applicable

2003-04 FA Financial Report and Proposed 2004-05 FA Budget

Expenses (detailed on next page)	Budgeted 2003-04	Actual Expense 2003-04	Over/ Under Amounts	Proposed FA Budget for 2004-05	Change from Budget 2003-04
1. Payroll	\$78,100.00	\$76,862.74	- \$1,237.26	\$80,174.00	+ \$2,074.00
2. Benefits	19,300.00	22,593.42	+ 3,293.42	21,522.00	+ 2,222.00
3. Prof. Services	1,700.00	1,288.35	- 411.65	1,700.00	0.00
4. Travel/Conferences	7,500.00	9,146.30	+1,646.30	9,000.00	+1,500.00
5. Arbitration	500.00	0.00	- 500	2,500.00	+2,000.00
6. Printing	800.00	430.50	- 369.50	600.00	- 200.00
7. Postage/Phone	1,500.00	900.73	- 599.27	1,000.00	- 500.00
8. Supplies	800.00	654.83	- 145.17	800.00	0.00
9. Social	2,000.00	1,594.10	- 405.90	1,800.00	- 200.00
10. Negotiations	500.00	1,652.47	+ 1,152.47	350.00	- 150.00
11. Books/Publications	100.00	157.55	- 57.55	200.00	+ 100.00
12. Organizations	200.00	100.00	- 100	200.00	0.00
13. Special Events	2,000.00	2,171.27	- 171.27	2,000.00	0.00
14. Contributions	200.00	130.00	- 70.00	200.00	0.00
15. Capital Equipment *	N/A	N/A	N/A	1,000.00	+ 1000.00
16. Equip/Maintenance	1,000.00	781.26	- 218.74	1,000.00	0.00
17. Refunds/Misc.	1,500.00	1,387.45	- 112.55	900.00	- 600.00
18. Benefits II ****	6,762.00	6,764.40	+ 2.40	0.00	- 6762.00
19. Membership Outreach *	N/A	N/A	N/A	800.00	+ 800.00
20. Courtesy/Hospitality**	400.00	386.37	- 13.63	400.00	0.00
21. Faculty Council ***	N/A	N/A	N/A	600.00	+ 600.00
Totals	124,862.00	127,001.74	+2,139.74	\$126,746.00	+1884.00

Asterisk Notes:

- * New line item for the proposed 2004-05 Budget.
- ** The Courtesy line will now be called "Hospitality," beginning with the 2004-05.
- *** Faculty Council represents an expense currently listed within "Refunds/Miscellaneous" line.
- **** This one-time item fixed owed benefits to FA coordinator and secretary; it will not be used this budget year.

2003-04 Income	Amount	2003-04 Expenses	Amount	Balances	Amount
Local Dues	\$315,502.00	Payments to NYSUT	\$205,721.00	Available: 09/01/03	\$103,188.00
Interest	263.00	Local Expenses	127,002.00	Total Income	+316,925.00
Reimbursements	0.00			Total Expenses	- 332,723.00
Other	1,160.00	Total Expenses	\$332,723.00		
Total Income	\$316,925.00			Available: 09/01/04	\$87,390.00
				Reduced Fund Balance:	\$15,798

FA Budget Line Item Definitions

Line	Item	Description
1	Payroll	Compensation for FA coordinator, secretary, chief negotiator, president, treasurer; purchase of six release time hours from the college administration; includes FWT (Federal Withholding Tax), FICA, and SWT (State Withholding Tax).
2	Benefits	Social security, medical, insurance, and retirement benefits of FA coordinator and secretary; disability and worker's compensation, Federal Unemployment Insurance, State Unemployment Insurance, FICA (employer portion).
3	Professional Services	Cost of Paychex payroll services; can include consultants and accountants for audits and tax filing.
4	Travel/Conferences:	Cost of training, day-long conferences, NYSUT Community College Conferences, Representative Assembly.
5	Arbitrations	Fees to file for grievances, arbitration, and compensation to arbitrators.
6	Printing	Costs for printing services of newsletters, mass notifications, envelopes, and labels.
7	Postage/Phone	Postage for mass mailing and office documents; trunk line, local and long distance calls, FAX line, modem.
8	Office Supplies	Any office supplies under \$100.
9	Social	All-faculty gatherings—after-graduation party, membership committee picnics, etc.
10	Negotiations	Co-contributions with management for refreshments during negotiations and Labor-Management meetings.
11	Books/Publications	Costs of resource books, magazines, and periodicals, and member tax booklets.
12	Organizations	Membership fees to local, state-wide, or national union associations, such as MCFT.
13	Special Events	Costs for Labor Day parade, delegates dinner, legislative breakfast, Rochester Labor Film series, refreshments for union-related or -sponsored presentations.
14	Contributions	Donations to other NYSUT delegates in need.
15	Capital Equipment	Major office supplies over \$100, such as office furniture and technology.
16	Equipment/Maintenance	Cost of repairs, service agreements, and warranties of capital equipment.
17	Refunds/Miscellaneous	Includes any reimbursements or uncategorized miscellaneous expenses.
18	Membership Outreach	Costs of hosting new member breakfasts and Membership Committee events.
19	Hospitality	Gifts or compensation for guests, speakers, etc. during FA sponsored events.
20	Faculty Council	Costs of refreshments for Faculty Council meetings.