

# FAN

## Faculty Association Newsletter

Volume 43 • No. 1

MONROE COMMUNITY COLLEGE

September 25, 2009

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



## President's Corner

*Charlie Clarke, FA President*

We begin the 2009-2010 academic year with a new and popularly welcomed President; surging record enrollments; crowded prime time classrooms; the cloud of H1N1 confronted by the totem of automatic hand sanitizers; a County Legislature that proclaims that it values its community college, while funding it at the lowest percentage level in the state (despite a pleasing million dollar increase for this year); and a State budget in midyear deficit. Our faculty contract is in the second year calm of a four year cycle. Many new and recently hired faculty have greeted me with mixed satisfaction of delight they are working at MCC and disappointment with their starting salary. Paraphrasing Charles Dickens, these are the best of times, these are the worst of times.

The dark cloud of a failed presidential search was followed by the affirming and accessible stewardship of President, "Larry" Tyree. A successful presidential search has led Anne Kress to our doors. Anne has acknowledged the centrality of faculty and staff to MCC's claimed excellence, proclaims the centrality of education to our mission, and wants to facilitate student access with moderate tuition. The honeymoon has begun and it would be wonderful if it lasted through the negotiation of our subsequent contracts.

## Upcoming... Membership Meeting

**October 5, 2009**

**College Hour**

**8-300**

– The meeting will be video streamed to the Damon Campus in room 4151.

**~ Agenda ~**

- Financial Report 2008-2009
- Proposed FA Budget and Local Dues Structure for 2009-2010
- Update from President Charlie Clarke
- Member Concerns

If this is to happen, the membership needs to be aware of County political dynamics. We need the County to provide sustained increases to its percentage share of the College budget. We can no longer count on growth in students and increases in the state FTE reimbursement rate to balance our budget in the long term. The Federal stimulus dollars will not be available next year to counter the drop in state revenues. We must participate in convincing the County Legislature to reverse the drop in the county percentage contribution to MCC's annual budget. In order to facilitate this outcome the FA Political Endorsement Committee, under the

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**Charlie Clarke, President; Taine Vinci, Vice President; Patricia Kress, Secretary; Renee Rigoni, Treasurer; Mike Goho, Teaching Director; John Wadach, Teaching Director; Anne Perry, Professional Staff Director; Paul Wheeler, Professional Staff Director; Thomas Clark, Adjunct Director; Bethany Gizzi, Grievance Chair; Jeffrey Kiggins, Contract Chair; Ellen Mancuso, Legislative Chair; Cheryl Mahoney, Benefits Chair; Christy Fogal, Institutional Chair; Regina Fabbro, Membership Chair; Dale Doty, Damon/Site Director**

leadership of our Legislative Chair Ellen Mancuso, is diligently working on the interview–endorsement process of candidates for the Monroe County Legislature. Our screening questions are narrowly focused on three issues:

- Non-partisan and transparent Board of Trustee appointments;
- Increasing the County percentage contribution to MCC and;
- Distributing the MCC tax levy equally, rather than proportionately, to attendance among all county taxpayers.

It is our hope that as many FA members as possible will participate in supporting the FA endorsed county legislative candidates. A more supportive county sponsor will allow MCC to more completely focus on supporting student access and excellence and fair salaries in our attempt to become a college of choice for all citizens and in all programs.

On a more parochial level, I want to remind members about cautious use of electronic communications. In particular, I make the following recommendations:

- Your MCC email, although available for dual use (professional and personal) is the College's resource and that you have no rights to privacy. The College has verbally reassured us that they

are not systematically monitoring our electronic communications (e.g., Outlook, web sites visited, M-drive files, etc.), but they can and have accessed member materials if complaints or concerns are raised. In some cases this has had serious disciplinary implications.

- You should not share words or images that you might be uncomfortable with a larger public audience viewing. Sending an edgy or provocative electronic communication, in the heat of the moment, is unwise.
- This rule of thumb should be applied to all the electronic social networking sites (e.g., Facebook, My Space, Twitter, etc.), even if accessed from your private personal computer. Not all participants in social networking sites can be trusted with sensitive communications. As one of last year's New York Teacher highlighted, this has had disciplinary implications for some teachers and professional staff.

In closing, I wish everyone a satisfying academic year and encourage our faculty to involve themselves in FA activities. I look forward to seeing as many faculty as possible at our first FA membership meeting on Monday, October 5th during College Hour.

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## **Faculty Council Meeting Schedule for Fall Semester, 2009**

All meetings begin at 3:10 p.m. and are scheduled as follows:

September 30 - Board Lounge

October 14 - Board Lounge

November 18 - 3-115

December 2 - 3-115

December 16 - 3-115

***Members are always welcome.***

Please contact the FA Office at extension 2528 prior to attending.

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## **SAVE THE DATE**

*FA Holiday  
Party*

**Friday, December 4  
Locust Hill Country Club**

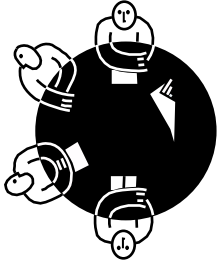
*Details to follow in later FANs.*

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# FA Mediation Project

# FYI...

## **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 (Damon)

Marlene Goho, Adm. Director  
292-2528 (Brighton)

***All Inquiries and mediations are confidential***

- The Brighton FA Office is open M-F from 8:30-4:30. Reach Charlie Clarke at x2524, or 748-2132, Marlene Goho at x2528, Sonja Lenhard at x2516.
- FA pocket calendars have been distributed. If you did not receive one please call x2516.
- Labor Film Series Tickets are available at the FA Office. All movies are shown at the Dryden Theatre of the Eastman House. Please call x2516 for a movie schedule and free movie passes.
- Visit the FA website: [www.monroecc.edu/go/fa](http://www.monroecc.edu/go/fa) for a link to the Contract, past FANs, and other items. You can also “search” the contract to obtain specific information by using the “search” tool provided.
- The FA Damon Office is open by appointment. Call 292-2528. Our officers are available by appointment for meetings at PSTC and Applied Technology.
- Hard copy contracts are available in the Human Resources Office, Bldg. 6-301.

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## From the Treasurer

*Renee Rigoni*

The state of our union is strong! Our reserve fund is substantial, our expenses under budget and the new financial year is looking good.

Several things impacted our income and expenses this past year. Income has continued to increase with hiring of new faculty and professional staff. Interest income on our money market account has plummeted (like everyone's) and has fallen off substantially. We are in the process of identifying other investment options for this year.

Regarding travel, our expenses were under budget this past year because the NYSUT Representative Assembly was held in Buffalo. This conference is typically held in Washington, D.C. or New York City. This year, the RA will return to Washington, D.C. in

April, 2010. The NYSUT Community College is our largest travel expenditure and it is the President and Executive Committee's goal to fund as many Council members as possible since this is our primary training conference each year. For the past several years, the majority of Faculty Council members have attended.

During the 2008-09 budget year, we were able to purchase several major pieces of equipment: a new computer printer and a new copier were purchased under the Equipment Capital Line and an additional computer was purchased with our VOTE-COPE\* rebates. The new computer will allow the FA to communicate with the membership using an outside server and will not be networked to College system.

In the Payroll line, we've increased our payroll over-time budget and have added the purchase of additional released time hours for FA officers. We are combining the Social and Membership Outreach

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lines, which are similar nature, and we've also added a modest training component for future union leader training (e.g., Cornell ILR School) under the Books/ Publications Line. We're also proposing funding for the FA Mediation Project. This will allow the Project's training and workshops to continue.

Regarding dues, the increases from NYSUT/AFT are listed under "Dues Structure" in this FAN. We're suggesting the due increases be underwritten by one-half the increase (rounded) for 2009-10. A portion of the general reserve will be used for this purpose.

If you have questions regarding the proposed budget, I will be available at the FA membership meeting on October 5 or can answer your questions via email.

*\*VOTE-COPE is the Committee on Political Education; the non-partisan political action arm of the New York State United Teachers. Members voluntarily choose to make contributions used in support of our legislative and political activities. A portion of the contributions made by our members are returned to the FA in rebates to be used to support the local's functions.*

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### Proposed 2009-2010 Faculty Association Finances

Dues (or agency fee payments) are comprised of state dues (New York State United Teachers), national dues (American Federation of Teachers), and Local Dues (Monroe Community College Faculty Association). Dues (or agency fee) deductions will occur over 18 pay periods and will conclude on June 10, 2010. There are no deductions during the summer months, however, membership continues year-round.

All full-time faculty represented by the FA are assessed dues (or agency fee payments) on their 10-month salary. Therefore, someone earning a 12-month salary of \$47,500, dues (or agency fee payments) would be assessed on 10/12 of that amount or \$39,583. For the 2009-2010 academic year, NYSUT/AFT dues have increased by \$18.80 for full-time faculty earning over \$30,000. *Faculty Council is recommending a dues reduction of one-half the increase in all state/national dues categories.* Adjunct dues remain the same as last year.

- **Adjunct Dues:** Adjunct dues will be unchanged, remaining \$12 plus 1% of salary over 5 pay periods in the fall and 6 pay periods in the spring.
- **State and National Dues:** The Faculty Council is recommending a state and national dues reduction by one-half the increase in each category. Full-time dues increased by \$18.80, therefore, the reduction will be \$9 (rounded) for 2009-2010.
- **Local Dues:** Local dues will remain at .26% of a unit member's ten-month salary.

#### Dues Structure for 2009-2010

Salary Range	NYSUT/AFT Dues Structure 2009-2010	Faculty Council Recommended Dues	FA Local Dues
\$30,000 and Higher	\$495.00	\$486.00	.26% of 10 month salary
\$29,999 to \$22,500	\$323.50	\$317.25	.26% of 10 month salary
\$22,499 to \$15,000	\$247.50	\$242.50	.26% of 10 month salary
\$14,999 to \$7,500	\$123.75	\$121.75	.26% of 10 month salary

**Monroe Community College Faculty Association**  
**2008-2009 *Financial Summary***  
**2009-2010 *Proposed Budget***

Category Name	Budgeted 2008-09	Expenses 2008-09	Proposed 2009-10
Payroll	90,188	89,047	95,030
Benefits	27,935	29,520	29,100
Professional Services	2,500	2,416	2,700
Travel/ Conference	8,500	6,731	9,500
Arbitration	2,000	1,358	2,500
Printing	700	216	300
Postage/ Phone	3,000	1,639	2,500
Office Supplies	1,050	693	1,100
Social/ Membership <b>(New: Combined Category)</b>			7,000
Negotiations	1,500	142	500
Books, Publications, Training <b>(New: Training)</b>	300	34	1,000
Organizations	150	100	150
Special Events	2,000	1,773	1,800
Contributions	200	50	200
Capital Equipment	2,000	2,311	2,000
Equipment/ Maintenance	200	-	100
Hospitality	500	640	650
Faculty Council/ Executive Committee	750	531	750
Mediation Project <b>(New: Line Item)</b>	-	-	1,000
Refunds/ Miscellaneous	700	331	500
Social <b>(Combined with Membership Outreach)</b>	2,000	1,027	
Membership Outreach <b>(Combined with Social)</b>	5,000	5,312	
<b>Totals:</b>	<b>\$151,173</b>	<b>\$143,871</b>	<b>\$158,380</b>

2008-2009 Income	Amount
Dues	\$412,864
Interest — Vision	200
VOTE-COPE	801
Other	200

2008-2009 Expenses	Amount
Payments to NYSUT	\$255,339
Local Expenses	143,871

Balances	Amount
Available: 09/ 01/ 08	\$101,425
Total Income	\$414,065
Total Expenses	\$399,210

<b>Available: 09/ 01/ 09</b>	<b>\$116,280</b>
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<b>Total Income</b>	<b>\$414,065</b>
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<b>Total Expenses</b>	<b>\$399,210</b>
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# Keep these plans in mind!

You may not need any of these benefits today or tomorrow, but at some point, you'll probably find yourself in need of at least one of these services. Your membership in NYSUT gives you access to a variety of benefit programs and services endorsed by NYSUT Member Benefits. Every endorsed program is monitored on a regular basis for participation, member satisfaction, utilization and product competitiveness.

<p><b>Insurance plans</b> include term life, disability, auto, home, boat, personal excess liability (umbrella), long-term care, catastrophe major medical, flexible premium adjustable life insurance, accidental death &amp; dismemberment, vision, in-service dental and retiree dental.</p>	<p><b>Financial and legal services</b> include online banking (money markets, savings and CDs), mortgage services, credit monitoring service, consumer credit counseling services, and a legal service plan.</p>
<p><b>Discounts</b> include EPIC Hearing Service Plan, Powell's Books, OfficeMax, Bose, Dell Computers, Barnes &amp; Noble.com, Working Advantage (discount tickets and more), Philips Lifeline, car and truck rentals, Six Flags, The Buyer's Edge buying service, and HEAT USA.</p> <p>Check the Member Benefits Web site, <a href="http://www.memberbenefits.nysut.org">www.memberbenefits.nysut.org</a>, for particulars on these discounts, because some you can only receive by linking off the Member Benefits site. Many have unique ID numbers.</p>	<p><b>Other services</b> include MAP (Member Assistance Program), an e-mail information service; payroll and pension deduction of Member Benefits-endorsed programs, which often yield reduced premiums or additional coverage; MPP (My Program Participation), an online look-up service on programs in which you participate; Consumer's Guides on Automobile Insurance, Homeowners and Renters Insurance, Legal Services, Long-Term Care Insurance, Long-Term Disability Insurance and 403(b) Plans; and MetDESK (Division of Estate Planning for Special Kids).</p>
<p><b>Workshops</b> include Defensive Driving, Identity Theft, 403(b) Basics, 403(b) Employer Contributions, Inside the 403(b), and Unraveling the Mysteries of Credit and Credit Reports. Workshops are scheduled by your local president, chapter leader, retiree council leader or retiree chapter leader.</p>	

**To request more information, call Member Benefits at 800-626-8101 or visit [www.memberbenefits.nysut.org](http://www.memberbenefits.nysut.org).**

Some benefits may not be available in all local associations.

For information about these programs or about contractual expense reimbursement/endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits or refer to your NYSUT Member Benefits Trust Summary Plan Description.

Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits-endorsed programs.

