Faculty Council Elections

Faculty Council Elections will culminate with balloting on both the Brighton and Damon Campuses April 28. Candidate’s statements appear on pages 2-5 in this issue of FAN.

Faculty Council Elections

**Brighton Balloting**
April 28, 2010
8:30 a.m. – 4:00 p.m.
FA Office, 7-205

**Damon Balloting**
Faculty Council Elections
April 28, 2010
8:30 a.m. – 4:00 p.m.
Entrance to the 4th Floor at the Damon Campus

Absentee Ballots

You may request an absentee ballot by phone or e-mail if you will not be on campus the day of the balloting. Please contact Sonja Lenhard at x2516 or via Outlook (slenhard) for a ballot. Faculty at Applied Technology and the Public Safety Training Center will be sent mail ballots. *All completed absentee ballots must reach the FA mailbox by 4:00 p.m. April 28.*

Upcoming Events

- The 2010 VOTE-COPE campaign will occur during May. Information on VOTE-COPE will be sent to individual members. VOTE-COPE is the “Voice of Teachers in Education/Committee on Political Education” and is non-partisan. VOTE-COPE is funded entirely by voluntary contributions from members to assist political candidates that support education, labor and social justice.

- The “FA After Graduation Party” will be held on Thursday night June 3 immediately following graduation at Virtu Restaurant, 284 Exchange Boulevard. The party will feature complimentary appetizers and cash bar.
Nominations for Faculty Council

<table>
<thead>
<tr>
<th>Term</th>
<th>Office</th>
<th>Nominee</th>
<th>Academic Years</th>
</tr>
</thead>
<tbody>
<tr>
<td>2 Years</td>
<td>Secretary</td>
<td>Jennifer Hill (Biology)</td>
<td>2010-2012</td>
</tr>
<tr>
<td>2 Years</td>
<td>Treasurer</td>
<td>Renee Rigoni (Business Adm. /Economics)</td>
<td>2010-2012</td>
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<tr>
<td>2 Years</td>
<td>Teaching Director</td>
<td>Jorge Alas (ESOL &amp; Foreign Languages)</td>
<td>2010-2012</td>
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<tr>
<td>2 Years</td>
<td>Legislative Chair</td>
<td>Ellen Mancuso (ETS Libraries)</td>
<td>2010-2012</td>
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<tr>
<td>2 Years</td>
<td>Contract Chair</td>
<td>Jeff Kiggins (Biology)</td>
<td>2010-2012</td>
</tr>
<tr>
<td>2 Years</td>
<td>Grievance Chair</td>
<td>Bethany Gizzi (A/H/P/S)</td>
<td>2010-2012</td>
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<tr>
<td>2 Years</td>
<td>Professional Staff Dir.</td>
<td>Anne Perry (Academic Services)</td>
<td>2010-2012</td>
</tr>
<tr>
<td>2 Years</td>
<td>Membership Chair</td>
<td>Christine Casalinuovo-Adams (Admissions)</td>
<td>2010-2012</td>
</tr>
</tbody>
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Candidate’s Statements

**Candidate for Secretary**  

**Jennifer Hill**

I would consider it an honor and pleasure to serve MCC and our Faculty Association as Secretary. I was interim Secretary from May – December 2008 and found the work to be interesting, challenging, and informative.

Additionally, I have been attending informal “Contract 101” leadership sessions (since August 2008) headed by various FA leaders whenever my schedule permitted. These sessions are designed to focus on and provide history behind various articles in the Contract. Although anyone can read the Contract and understand the basic premise of an article, the clarification and discussion of relevant issues related to these articles has provided me with greater context and appreciation of the specific articles, as well as the Contract in general.

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Candidate’s Statements… (Continued from page 2)

I have been at MCC in the Biology Department since 2006 and, at that time, I was anxious to move into a full-time teaching position and experience the full college atmosphere that is often lacking in the life of an adjunct. As I promised in my interview, I expected to fully embrace as many of the college experiences, committees, projects and initiatives as possible. Also in that time, I have found a few of these areas to be more suited to my interests and abilities. In addition to sustainability issues, I am very interested in serving in and learning more about the Faculty Association.

I wish to serve on the FA to be a liaison between the FA and our Members as well as to learn more about the contract and member advocacy. I hope that you will support me as Faculty Association Secretary. Thank you.

Candidate for Treasurer  

Renee Rigoni

I am currently a professor in the Business Administration and Economics Department where I’ve taught accounting for more than two decades. In my first term as FA Treasurer, I worked to familiarize myself with the Faculty Association accounting system and have helped make some minor improvements in our processes and controls. We’ve also taken a more critical look at our payroll processing costs which have resulted in reduced expenditures. Through prudent management of the local dues, we were able to recommend a partial subsidy of the state and national dues in the current academic year. In my second term, I plan to build on these accomplishments.

I have a strong background in both financial and managerial accounting and look forward to serving the Faculty Association as its treasurer. As a member of Faculty Council, I’ve gained a renewed appreciation of the work the Faculty Association does on our behalf. I am honored to be nominated for this position and request your support in the upcoming election.

Candidate for Teaching Director  

Jorge Alas

I grew up in one of the smallest countries in Central America, El Salvador. I have lived through the turmoil of a civil war where I witnessed people being murdered for being part of a union. Therefore the true meaning of being affiliated with a union didn’t fully develop until I saw first-hand how it worked at MCC.

In a foreign country, the administration/the employer and the union do not mix. I enjoy seeing the sharp contrast at MCC where the union and the administration work together to foster a healthy workplace environment.

My work ethic and values will allow me to represent the faculty as Teaching Director and assure the quality of our work conditions. I will also continue to cultivate a proactive relationship with the administration to support the College mission to the highest level.

It is truly an honor to be nominated for this position and it will be a privilege to serve. Therefore, I am seeking your support to represent my colleagues in the capacity of Teaching Director for the Faculty Association.

Candidate for Contract Chair  

Jeff Kiggins

It was nearly two years ago now that I wrote my first candidate statement. I had complained to the FA that under the new contract our salary increases would not keep pace with our projected health care increases. Their response was ‘yes that is true… would I like to be part of the problem solving process?’ That was it. My philosophy has always been to become part of the solution and I was willing to take the first step by becoming involved as an officer of the FA.

You can see that I am here because I attempt to live consistently with my beliefs and philosophies. Allow me to try to convince you that I deserve to continue as your Contract Chair.

In the first year as Contract Chair I attempted to immerse myself in all aspects of interpretation

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of the contract. I began by attending the Labor-Management meetings as an observer. I attended NYSUT Education District meetings, NYSUT Community College conferences, and I attended as many of the Contract 101 sessions that I could. In spite of all of this, I still felt inadequate to give answers to questions about the Contract without specifically looking at the language and fully understanding the interpretation.

In my second year, I put my name forward for consideration as a member of the FA Executive Committee. I attended more Labor-Management meetings and more Contract 101 sessions. The best way for me to understand and remember the language and spirit of the contract was to participate in the discussions on the history of the contract articles. My learning continues and I’m certainly more comfortable giving advice about the Contract in my second year as Contract Chair.

In the past two years I have researched contractual issues for colleagues within and outside of the Biology Department. The questions I have assisted with typically have dealt with retirement and compensation.

With your support, I will strive to serve the members and will persist in learning from the senior members of the FA to improve my service to you. My learning will continue this summer as I’ve been selected to attend the NYSUT Leadership Institute in Cornell during August 2010.

Respectfully,
Jeffrey S. Kiggins

Candidate for Professional Staff Director
Anne Perry

I joined the FA shortly after being hired in March 2004. My earliest union activity involved a get out the vote drive for the unions in Portland, Oregon when I was in college. I was a member of SEIU which represented the employees of a non-profit I worked for in the late 1970s. I worked for the Communications Workers of America for a short time in the early 1980s as part of an organizing drive for Psych. Techs. in California. This experience underscores my interest in and commitment to union work.

In the course of my duties as Senior Budget Specialist for Academic Services, I became increasingly conversant with the FA contract. Thus, three years ago I applied and was selected to be a member of the Negotiating Team, representing non-ranked professional staff. Reviewing the results of the various surveys gave me an understanding of the priorities of the membership. Working with the Team to develop the issues that would be presented during negotiations further increased my knowledge and understanding of the issues in the contract. My financial analysis skills were also an asset. Subsequently, the Negotiating Team took the lead in incorporating the new language into the contract.

When the Mediation project was announced several years ago, I saw that as a way to participate in the work of the FA. I went through the training and have since served as a mediator. I believe this process can be very helpful to our membership in resolving interpersonal issues before they become serious problems that could affect one’s work and perhaps even one’s career.

Toward the end of the process of negotiating the current contract, I decided to run for Faculty Council and am now completing my second year in that role. This has been a rewarding experience and I believe I have been able to bring a unique perspective to Council.

I hope that you will agree that these experiences prepare me to continue serving as Professional Staff Director of the Faculty Council of the FA. Thank you for your consideration.

Candidate for Legislative Chair
Ellen Mancuso

As the FA Legislative Chair, I meet with legislators in Albany, organize lobby trips for MCC faculty, organize the FA’s endorsement program, coordinate with MCFT (Monroe County Federation of Teachers), coordinate and work phone banks, interview candidates, attend local legislative meetings, make legislator appointments, and serve on the

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Rochester Labor Council Executive Board and Cope Committee. As a local activist, I believe voting is one of the most important rights we have in a democracy, and I am committed to promoting the higher education agenda. I am also committed to representing the interests of the faculty and the professional staff on Faculty Council. I am running for re-election because I find the work challenging, interesting, and worthwhile.

I am also a nominee for the NYSUT Representative Assembly Delegate. I hope you will support my candidacy for Legislative Chair and for Representative Assembly Delegate.

With sincere thanks,

Ellen

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Candidate for Membership Chair

Christine Casalinuovo-Adams

I am excited to be considered for Membership Chair for the Faculty Association. I have previously served the FA as Institutional Chair from 2006-2009. I have gained a good understanding of the issues that are important to our membership. I have enjoyed helping faculty and staff to better understand the benefits of the FA as well as representing issues and concerns of our faculty to the Executive Committee.

As Membership Chairperson I would continue the tradition of finding new and creative ways to involve our members in the FA activities, offer opportunities to voice their questions and concerns in regularly scheduled forums, and participate in casual gatherings for networking.

I have been employed in the Admissions Office since 2000 and currently serve as Assistant Director. I am honest, hard working and committed to helping our members. I would look forward to serving you in this role, and your vote would be appreciated.

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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 (Damon)

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

All Inquiries and mediations are confidential
Legal questions have a way of piling up...

Maybe it's time to consider enrolling in the Legal Service Plan!

Stuff happens. You may be facing a speeding ticket, a house closing, a divorce, identity theft, elderly parent issues, and the list can go on and on. In today's world, at some point, you'll most likely need the advice or services of an attorney.

When that time comes, you can turn to the Legal Service Plan endorsed by NYSUT Member Benefits Trust.

When you enroll in the plan, you'll receive a multitude of benefits for personal legal matters. Anytime you wish to talk with an attorney, whether for advice or consultation, you have toll-free access weekdays during normal business hours. There's even a toll-free hotline for emergencies occurring beyond these hours.

You'll receive two, hour-long office consultations with a plan attorney, legal document review and legal letters written on your behalf.

If a problem can't be resolved by letter or phone, you'll be referred to a plan attorney. Referral attorneys are located throughout the continental US and charge plan members $200 an hour or 40 percent less than their standard hourly rate, whichever is lower.

Many personal legal matters have fees that are capped, and there are guaranteed discounts on probate fees and personal injury cases.

Also included is a Legal Security Package each year of plan enrollment. This package includes forms to request a:

- **Simple will** - allows you to select a guardian for your children and beneficiaries of your estate. Without a will in place, the state makes these decisions. A will also speeds up the probate process and makes settling your estate much easier.

- **Power of attorney** - allows you to give another person the right to sign your name and transact your financial affairs.

- **Living will** - enables you to express your wishes regarding end-of-life treatment.

- **Health care proxy** - allows you to appoint someone to make medical decisions on your behalf if you are unable to make them yourself; it also contains directions regarding organ donation.

The plan offers advice and guidance with identity theft issues, debt consolidation and mortgage foreclosure.

You can purchase an Elder Law rider to help you in your health and estate planning as well as assisting you with these issues for your parents and grandparents.

If you have a business of your own, for example, a rental income property, you can purchase the Business Protection rider to obtain business legal services.

To find out more, call Member Benefits at 800-626-8101. Or go to www.memberbenefits.nysut.org to view or print a brochure and enrollment form. You can also enroll online.

For information about contractual 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.