

FAN

Faculty Association Newsletter

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MONROE COMMUNITY COLLEGE

January 16, 2008

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



President's Corner

Charlie Clarke, FA President

The holidays are over and a new semester begins. This is a critical time for the FA. The Negotiating Team has escalated the frequency of preparation meetings. We are about to commence the contract negotiations process in a couple of weeks. This is the most important activity that we as a labor union engage in. We will probably determine the terms and conditions of our employment for the next three to four years. It is critical that all our members be mindful of the process described in this FAN, attend scheduled meetings, and vote when a contract is brought to you.

The context of this cycle of negotiations brings particular challenges and opportunities. The normal partisanship of state government seems to be weighed down by personal animus between the Governor and the Senate leadership. This is occurring while the state confronts a \$3+ billion budget deficit. This bodes badly for the timely passing of a state budget for the 2008–2009 year. On a positive note, NYSUT has excellent bipartisan relations with the Governor, Senate and Assembly. This is reflected in the Governor's initial budget proposal requesting an increase of \$100 per FTE for community colleges. This would translate into a \$1.4

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Negotiations 2008 Membership Meetings

January 29

7:30 a.m. – 9:00 a.m.

Brighton Campus

Monroe A & B of the Warshof Conference Center

January 29

4:30 – 6:00 p.m.

Brighton Campus

Monroe A & B of the Warshof Conference Center

January 30

4:00 p.m. – 5:30 p.m.

Damon Campus in 4-151

Please note: The same information will be presented at all meetings. Refreshments will be served.

Agenda

FA Negotiations Profile for 2008

Please note: This is a membership meeting. Simply having payroll deductions does not mean you belong to the Faculty Association—the NYSUT/AFT enrollment form must be completed and on file in the FA Office so that you can participate in meetings and vote! Please contact the FA at extension 2528 if you require further clarification. Thank you for your patience.

**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, Prof. Staff Director; Patricia Dano, Adjunct Director;
Bethany Gizzi, Grievance Chair; Joseph McCauley, Contract Chair; Ellen Mancuso, Legislative Chair;
Cheryl Mahoney, Benefits Chair; Christine Casalnuovo-Adams, Institutional Chair;
Regina Fabbro, Membership Chair; Kathy Baxter, Damon/Site Director**

million increase for the College budget next year. Since historically governors do not propose initial increases, this supports the belief that the budget deficit will not be resolved on the backs of education – the true economic development resource of New York State.

On the local county level the picture is less positive. The County contribution, as a percentage of the College's operating budget, has decreased during the past several years. As of 2006–2007, Monroe County ranks 29/30 in county support. The County's \$250,000 increase this year can be viewed as positive, yet inadequate, since the County percentage of funding continues to drop.

At the College level the picture is more positive. The College's fund balance is over \$20 million and it appears that we will complete the year with a healthy increase in the number of FTE students. The College has funded the growth of the budget on increased students and an expanded percentage of sections taught by adjunct faculty.

It is in the above context that we will offer the membership our negotiations profile at meetings scheduled on January 29 at Brighton and January 30 at Damon. We will present a proposal that Council believes is moderate, reasonable, responsible, affordable and equitable. The issue of equitable is most challenging. We represent constituencies with both common and competing interests. We believe that solidarity improves the commonwealth, even though our choices may inevitably be disappointing to some individuals. As I said to a disgruntled member several years ago: I have not negotiated a contract that I was (in terms of my individual interests) thrilled with, but all the contracts that I negotiated were good and worthy of approval.

All of our goals will not be achieved. That is the nature of the negotiation process. However, we will only recommend a contract that is good for us as a community. Lacking that, we would need to shift into a more acerbic and public contest. We have a long history of successfully avoiding such self defeating outcomes. I trust the College Board of Trustees shares our commitment to avoiding a 'lose – lose' outcome.

Defensive Driving Course to be Offered

The FA, in conjunction with NYSUT, is sponsoring a Defensive Driving multi-media course that reviews defensive driving techniques. Additionally, there is a 10% reduction in base rates of your auto liability/collision premiums each year for 3 years, plus a reduction of up to four points off one's driving record for violations occurring within 18 months prior to course completion.

DATE: Saturday, March 1, 2008

TIME: 9 a.m. - 3:30 p.m.

PLACE: Brighton Room in the R. Thomas Flynn Campus Center

- Pre-registration and payment of \$25 is required by 2/15/08 to the FA Office (7-205).
- Registrations from FA members will be honored first and then remaining seats opened to the College Community. Seating is limited to 40.
- Further details in the Tribune: see 12/19/07 article.
- Further questions can be directed to Sonja Lenhard, FA Secretary, at 292-2516 or slenhard@monroecc.edu.

NEGOTIATIONS 2008

This year the FA will be negotiating a successor contract to our present contract which will expire on 8-31-08.

Preparations began last spring with team interviews and the appointment of a Chief Negotiator and Team (Please see page 4). Over the summer, the FA Negotiating Team completed work on the priority poll distributed last August to the membership. The results of the priority poll have been used to prepare the FA's negotiations profile for 2008 which we'll share on January 29 and 30.

Now is the time we ask for your involvement. Please note that several meetings are planned for January 29 and 30. Whenever possible, we'll attempt to schedule meetings both at Brighton and Damon at times we hope will provide the greatest opportunity for attendance. Our meetings in late January offer an early morning option and two later afternoon opportunities to attend. (The same information will be shared at three different times.) These are probably not the only meetings that will occur. The process of negotiations is unpredictable and at times, we'll ask for your patience as we quickly schedule meeting times and ask you to read and react to information sent to you.

Our goal is always to keep you informed. We'll use the *FAN*, the FA website, www.monroecc.edu/go/FA, the Tribune, email messages from the FA, and possible correspondence to your homes.

As we enter negotiations in 2008, we ask for your attention and participation. Thank you and have a great semester.

- Marlene Goho

Negotiations Sequence of Events

- ✓ Faculty Council approved a Chief Negotiator on April 25, 2007.
- ✓ FA Negotiating Team interviews were held during May, 2007 and a team was selected.
- ✓ FA Membership approved the Chief Negotiator and Team on June 4, 2007.
- ✓ The FA Negotiating Team set a regular meeting schedule to prepare for negotiations.
- ✓ The FA Negotiating Team conducted a priority poll of the membership during August-September 2007.
- ✓ Priority Poll results were reviewed by the FA Negotiating Team and used to draft the FA's negotiation profile.
- ✓ The FA will meet with the membership in late January to discuss upcoming negotiations.
- ✓ On February 7, 2008 the FA Team and Management Team will meet for a "kick off" meeting to start negotiations.
- ✓ Negotiations will be on-going during the spring semester months until agreement is reached.
- ✓ The FA Negotiating Team will keep the Faculty Council and membership apprised of negotiations.
- ✓ When agreement is reached, the FA Team presents the terms of agreement to the Faculty Council for approval. Management presents the terms of agreement for approval to the Board of Trustees. If both groups approve the terms, a ratification vote is held.

Negotiating Team Members for the Faculty Association in 2008

Charlie Clarke, President of the Faculty Association and past Chief Negotiator since 1984. A professor in the Psychology Department, Charlie has been employed at MCC since 1971. He has previously served the FA as treasurer and teaching director. He's a long- standing member of Labor Management, the FA Executive and Grievance Committees. He's active in NYSUT* as a prominent member of the NYSUT Higher Education Committee and the NYSUT Community College Union Presidents.

Mike Goho, Chief Negotiator and Teaching Director of the Faculty Association. Past president of the FA from 1996-2004. A professor in Engineering Science and Physics, Mike has been employed at MCC since 1985. In his capacity as FA President, he served on the 1997, 1999, 2003 and 2004 Negotiations Teams. He's previously served the FA as Legislative Chair and Vice President. He's a long- standing member of Labor Management and the FA Executive and Grievance Committees.

Taine Vinci, Vice President of the Faculty Association. A professor and Assistant Director in Counseling and Advising, Taine has been employed at MCC since 1978. Taine has previously served the FA as Adjunct Director. She's a long- standing member of Labor Management and the FA Executive Committee. Taine served as a negotiator on both the 2003 and 2004 negotiating teams.

Bethany Gizzi, Grievance Chair of the Faculty Association. An assistant professor in Anthropology, History, Political Science and Sociology. Bethany has previously served the FA as Membership Chair and Adjunct Director. Bethany is a NYSUT Leadership Institute appointee and she served on the 2004 Negotiating Team. Bethany has been active in the International Women's Day activities sponsored by the local labor community.

Marlene Goho, Administrative Director of the Faculty Association and employed by the FA since 1978. Marlene is an adjunct lecturer in TRS since 2001. Marlene serves on the Grievance and Budget Committees and works extensively with the Executive Committee and the Labor Management

Team. She is the founding administrator for the FA Mediation Project .

Anne Perry, FA Mediation Project member. Anne has been employed at MCC since 2002 as Budget Coordinator in Academic Services. She came to MCC from FedEx where she was financial advisor to upstate New York and New England. Prior to that, Anne has extensive experience in health care finance.

**New York State United Teachers*

Negotiating Team Members for Management in 2008

Diane Cecero, Chief Negotiator and General Counsel, President's Office

Richard Degus, Executive Assistant to the President, Planning Office

Janet Glocker, Vice President, Academic Services

Alberta Lee, Director, Human Resources

Mike Quinn, Controller, Administrative Affairs

Holiday Party a Big Success

Regina Fabbro, Membership Chair, Faculty Council

The FA's Membership Committee is pleased to report that for the third year in a row, our Holiday Party was a whopping success! Held on Friday, December 14th, the event offered attendees a night to enjoy the holidays in the beautiful and distinctive Memorial Art Gallery Cutler Ballroom. Nearly 150 MCC faculty, staff, and their guests reconnected with colleagues and friends while sharing cocktails, a buffet dinner, dessert, and many laughs. From salsa dancing and the Electric Slide to the many gift certificate giveaways throughout the evening, it was a great opportunity to relax and be reminded of how unique – and fun – the people of MCC can be! Be sure to join us for another great night out next year, courtesy of the Faculty Association. Look for more information in the fall!

Special thanks to Kathy Baxter (Damon Site Director), Bethany Gizzi (Grievance Chair/previous Membership Chair), Marlene Goho (Administrative Director), and Sonja Lenhard (Secretary), who helped to make this year's party our most successful yet!

FYI...

- The Brighton FA Office is open M-F from 8:30-4:30. Reach us at extensions 2528, 2524, 2019.
- Our Damon Office is open by appointment. Call 292-2528 for appointments. Our officers are available by appointment for meetings at PSTC and Applied Technology.
- Visit the FA website: 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. Hard copy contracts are available in the Human Resources Office, Bldg. 6-301.
- If you have business of an urgent, FA President, Charlie Clarke can be contacted by cell at 748-2132.

Faculty Council Meeting Schedule for Spring Semester 2008

Meetings begin at 3:10 p.m. in 3-115

February 13, 27
March 12, 26
April 2, 23
May 7

Additional dates may be added.

Members are always welcome.
Please contact the FA Office at extension 2528
for further information.

Are You Using The MAP?

Approximately 2,000 NYSUT members have joined MAP, the Member Assistance Program through NYSUT Member Benefits Trust. Each week, more members sign up as they hear about the benefits.

MAP is a quick, painless, unobtrusive e-mail program that provides reminders about the more than 40 endorsed insurance, financial, legal and discount plans available to you as a NYSUT member.

MAP e-mails are sent every three weeks or so. You can open them at your convenience and no trees are killed in the process! You have the option of reading the brief text message or viewing it in html format in your browser, complete with eye-pleasing colors and graphics.

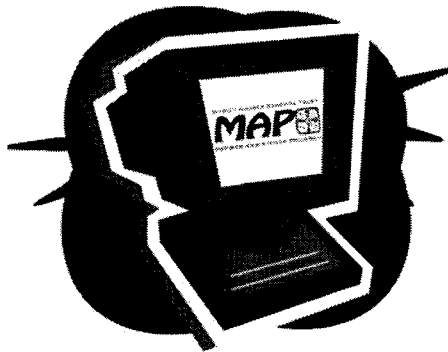
Very often, "MAP Alerts" include the opportunity to win valuable prizes donated by providers of endorsed programs. MAPers have received such prizes as a Bose Wave[®] Music System, tickets to the National Baseball Hall of Fame and Museum, OfficeMax gift cards and 100 free gallons of heating oil.

In addition, new MAP enrollees and existing MAPers are automatically entered into quarterly raffles; prizes to date have included digital cameras and an iPod nano.

What kind of information do you receive? The message may be an advance notice of a change in an existing plan, a new endorsement or simply a reminder about a program. Sometimes you will be asked your

opinions on programs under consideration for future endorsement, including which features are most important to you.

Most MAP messages are sent from Member Benefits. Occasionally a provider of an endorsed program will send one. Member Benefits oversees the content and frequency of messages. Your e-mail address will not be shared with outside parties other than endorsed program providers and then only under controlled circumstances. Once a program provider receives approval to send you an offer or information, the vendor is required to destroy the e-mail listing after sending the MAP Alert.



If you haven't yet joined, simply complete a brief sign-up form on the Member Benefits Web site, www.memberbenefits.nysut.org, and within three weeks, you'll start to receive MAP Alerts.

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.

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