FAN

MONROE COMMUNITY COLLEGE
FACULTY ASSOCIATION
NEWSLETTER

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Special Election Edition

This edition of FAN provides information for the upcoming election. We are sharing the AFT/NEA and NYSUT endorsements, as well as the endorsement of our own FA Legislative Committee for Monroe County Clerk. Special thanks to the Legislative Committee for their dedication to this important work!

How do the Faculty Association & NYSUT choose which candidates to support?

The FA & NYSUT endorse candidates who support educators and public education and who align with our union values.

No members' dues dollars are ever used to support political candidates. All political activities are supported by VOTE-COPE, NYSUT's voluntary, non-partisan advocacy fund.

Neither the FA, nor NYSUT, directly endorse presidential candidates. Based on input from NYSUT leaders and political action committees, NYSUT provides recommendations to our national affiliates, the AFT and NEA, who make official presidential endorsements.

FA Legislative Committee: Joe Scanlon (Chair), Patricia Dano, Ellen Mancuso, Mark Sample, and Melissa Santiago

2024-2025 FACULTY COUNCIL OFFICERS

President, Bethany Gizzi; Professional Staff VP, Phil Oettinger; Teaching Faculty VP, Jennifer Hill; Secretary/Treasurer, Jeff Baker; Teaching Director, Gordon Dutter; Teaching Director, Jim McKenna; Professional Staff Director, Julie Slate; Professional Staff Director, Melissa Santiago; Adjunct Director, Robert Leopard; Adjunct Chair, PJ Ciaccia; Grievance Officer, Bill Horton; Communications Chair, Jay Keith; Legislative Chair, Joe Scanlon; Equity & Inclusion Officer, April Daniels; Membership Chair, Lisa Ekiert; Health & Safety Officer, David Lederhouse; Site Director, Antonia Custodio; Site Director, Tom Gerwitz

Update from the FA Scholarship Committee

The FA Scholarship Committee is proud to announce that **Jerome St. Croix**, Director of Financial Aid, has been selected as the honoree for the FA "Follow Your Dream" Scholarship. Congratulations to Jerome for your dedication and behind-the-scenes work you do to help students get a college education!

Thank you to everyone who sent in a nomination.

Please stay tuned for future announcements regarding raffle ticket sales for our annual gift basket raffle.

Donations can be made anytime to the Matt Hachee Memorial Fund and the FA "Follow Your Dream" Scholarship. Contact Sonja at slenhard@monroecc.edu for more information.

Thank you again for your support and helping our MCC students achieve their dreams.

FA Scholarship Committee:
Sonja Lenhard, Andrea Gilbert, Jessica Barone, Tom Winslow & Gabe Armatas

NYSUT members can purchase tickets at a discounted rate (up to 25% off) for any Amerks game this season.

This link will continue to be updated throughout the season with discounted ticket offers and additional special offers: PURCHASE TICKETS HERE - **Promo Code: UNION**

Remaining Faculty Council Meetings

November 6, 20
December 4, 18

Faculty Council meetings are open to the FA membership. If you would like to attend a meeting, please contact Sonja at slenhard@monroecc.edu or call x2019.

All meetings are on Wednesdays from 3:15 to 5:00 in room 3-115 or on Zoom.

This guide highlights pro-public-education, pro-labor candidates who have earned our union's support for the Nov. 5 general election. Our endorsed and recommended candidates range from federal offices to New York state Senate and Assembly seats. Every race is critical as we continue to advocate for what matters most to our members, students and communities.

This summer, NYSUT launched the "Common Ground Over Chaos" campaign. Despite the divisiveness of today's political climate, we believe that Americans share more in common than what separates us.

NYSUT members, across all political views, agree on one thing: we need lawmakers who are committed to finding common ground and delivering real results for working families. That principle guided our rigorous endorsement process for this election.

NYSUT Endorsed Candidates:

U.S. Senate - Statewide
Kirsten Gillibrand

U.S. House of Representatives - New York 25th Congressional District
Joseph D. Morelle

New York State Senate:
54 Pamela Helming
55 Samra Brouk
56 Jeremy Cooney
59 Kristen Gonzalez
60 Patrick Gallivan

New York State Assembly:
130 Brian Manktelow
132 Philip Palmesano
133 Andrea K. Bailey
134 Josh Jensen
135 Jennifer Lunsford
136 Sarah Clark
137 Demond Meeks
138 Harry Bronson

MCCFA & NYSUT Endorsed Candidate: Jamie Romeo, Monroe County Clerk

Search for your representatives and additional biographies:
https://commongroundoverchaos.org/2024-voter-guide

AFT/NEA ENDORSED CANDIDATES FOR PRESIDENT AND VICE PRESIDENT

Vice President Kamala Harris
Candidate for President of the United States

"What I know firsthand is that our teachers — by nature — you are visionaries. You are focused on the future. You see the potential in every child. You foster it. You encourage it."

Pro-union, pro-worker:

- AFL-CIO has given Harris a lifetime score of 98 percent on her Senate voting record.
- Took a leading role in revitalizing our nation's infrastructure by creating good-paying union jobs, bringing manufacturing back to the U.S., lowering prescription drug costs and raising wages.
- Secured the pensions of more than 1 million union workers and retirees, protecting their financial future.
- Led efforts to expand access to affordable childcare and enhance the child tax credit, supporting working families.
- Advocated for workers organizing as the chair of the White House Task Force on Worker Organizing and Empowerment, promoting training and pathways to quality union jobs.
- Supported striking writers, standing in solidarity with workers fighting for fair treatment.
- Supports passage of the PRO Act to make it easier for workers to unionize.

Pro-public education:

- Attended public schools and is a long-time champion of public education.
- Sued predatory for-profit colleges — and won.
- Advocated for universal preschool; smaller class sizes; and more counselors, librarians and full-time nurses in schools.
- Called for increasing Title I funding and more funding for Head Start programs.

Gov. Tim Walz
Candidate for Vice President of the United States

"Never underestimate a public school teacher. Never!"

Former public school teacher:

- Gov. Walz taught for years in Minnesota as a social studies teacher and football coach. He met his wife, who was also a teacher, while working at Mankato West High School.

Pro-public education:

- A die-hard supporter of public schools and a living testament to our belief that public schools are the centers of our communities.
- Signed a bill making Minnesota one of eight states with free school meals for all
- Increased education funding by over $2 billion for K-12 schools in Minnesota, a more than 10 percent increase.

Pro-union, pro-worker:

- Education Minnesota, Minnesota's statewide teachers' union affiliated with the AFT and NEA, hailed Gov. Walz's reelection in 2022 as a victory for "pro-public education, pro-union" causes.
- As governor, Walz expanded collective bargaining rights, fought wage theft, enacted paid family and medical leave and took on mandatory captive audience meetings.

HIGHER ED VOTES!

Monday, October 28, 2024
8pm ET

Join higher education workers and students from across the country on Monday, October 28 on Zoom. We will rally our combined energy around a progressive vision of public higher education that works for all of us. We will channel that energy, one week before the 2024 election, to commit to getting our campus communities out to vote on or before election day.

Register for a discussion about how we can all fight together for our shared vision of higher education's future: fully funded, free to students, democratically governed, where all workers are respected and paid a living wage.

Or, you can join other AFT members for a Town Hall on October 29, at 7pm (ET). Sign up to join the Town Hall here.

Education | Healthcare | Public Services

Project 2025 and Its Potential Impact on Higher Education

Project 2025 dedicates an entire chapter on its plans for "conservative" education, with 44 of the 922 pages of its *Mandate for Leadership: The Conservative Promise* outlining extreme changes to K-12 and higher education. Lindsey Burke of the Heritage Foundation's education policy department is listed as the chapter's author. The radical changes it proposes would reverse decades of civil rights protections and widen the access gap, making college education more inequitable and unaffordable. This extremist policy proposal is being used as a blueprint for undermining higher education's role as a bulwark of democracy. If enacted, Project 2025 will erode academic freedom and institutional autonomy by an overreach of governmental intrusion into program and curriculum; eradicate diversity, equity, inclusion and belonging initiatives while permitting attacks on civil rights for all current protected classes; and diminish academic workers' rights and union protections. A few of Project 2025's proposed plans for higher education are highlighted below.

1. Ban public employee labor unions (pages 599-605):
    - Allow loopholes for employers to eliminate public employee unions in the middle of a contract.
    - Allow states to ban labor unions.
    - Allow the elimination of overtime protections and ignoring the federal minimum wage.
    - Allow employers to retaliate against union organizers.
    - See the AFL-CIO's website for in-depth insight into Project 2025's plan for labor unions, at www.betterinaunion.org/project-2025.
2. Eliminate the Department of Education (pages 327, 360-361):
    - Eliminate several offices housed in the department or move them to another government agency.
    - Transfer the Office of Career, Technical, and Adult Education to the Department of Labor and the Tribally Controlled Postsecondary Career and Technical Institutions Program to the Bureau of Indian Education.
    - Eliminate or move the Office of Postsecondary Education to the Department of Labor.
    - Reduce and block grant funding to historically Black colleges and universities and tribal colleges and universities.
    - Eliminate GEAR UP and 21st Century Community Learning Centers grant programs.

- Move the National Center for Education Statistics to the Census Bureau.

3. Impose federal oversight of higher education accreditation bodies and processes (pages 351-352):
    - Urge Congress to prohibit accreditors from requiring institutional DEI policy to be a condition of accreditation.
    - Eliminate the connection between financial aid eligibility and accreditation.
    - Establish new accreditors that are loyal to the administration.
4. Transfer federal student loans to the Treasury Department and eliminate student loan forgiveness programs (pages 327, 337-340, 353-355):
    - Eliminate income-driven payment programs for borrowers with lower incomes, including the Public Service Loan Forgiveness program.
    - Eliminate PLUS loans for parents and students.
    - Remove guardrails that protect students against predatory schools and loans that result in excessive student loan debt.
5. Eliminate DEI and affirmative action and reverse federal civil rights protections for underrepresented and LGBTQIA+ students, and halt Title IX investigations (pages 330-334, 352-357):
    - Move the Office for Civil Rights to the Department of Justice, preferring civil rights enforcement to be done through litigation in the federal courts.
    - Under the DOJ, the Civil Rights Division would "prosecute all state and local governments, institutions of higher education, corporations, and any other private employers" that have DEI or affirmative action programs.
    - Rescind the Biden administration's Title IX regulations with protections for LGBTQIA+ students, especially those identifying as nonbinary.
    - Eliminate federal funding for international education (Title VI of the Higher Education Act of 1965) and create barriers to recruiting and retaining international students and faculty.
    - Prohibit accreditation agencies from using what the authors view as their "gatekeeper" role under Title VI to encourage DEI in higher education, as it is tied to a university's accreditation regarding access and equity.
    - Programs under Title VI include foreign language and international studies and the Fulbright-Hays Program, which all receive federal funding.
    - Eliminate the lowest qualifying wage levels for H-1B workers, restricting and changing the H-1B visa process for international students and faculty, which could drastically reduce the international student and faculty populations, both of which are largely in STEM-related fields (National Science Foundation, 2024).

- Allocate a 40 percent funding increase to international business programs that require institutions, faculty, and fellows to certify how their programs' goals benefit American interests.

6. Impose changes to scientific organizations that would affect research and innovation, threatening global competitiveness (pages 133-136, 462):
    - Require "any research conducted with taxpayer dollars serves the national interest in a concrete way aligned with conservative principles" (page 686).
    - Eliminate federal workers across agencies, including career scientists at the National Institutes of Health, the Environmental Protection Agency and the National Oceanic and Atmospheric Administration.
    - Require oversight of federal funding for scientific research, including reducing funding for climate-based research.
7. Devalue higher education credentials and student rights (page 357-358):
    - Call for a presidential executive order eliminating bachelor's degrees as a requirement for a federal job unless "the requirements of the job specifically demand it."

Sources

Bethany Smith et al., "Graduate Enrollment in Science, Engineering, and Health Continues to Increase among Foreign Nationals, while Postdoctoral Appointment Trends Vary across Fields" (National Science Foundation, 2024), https://ncses.nsf.gov/pubs/nsf24320.

Lindsey M. Burke, "Department of Education," in *Mandate for Leadership: The Conservative Promise*, ed. Paul Dans and Steven Groves (The Heritage Foundation/Project 2025, 2023), 319-362, https://www.insidehighered.com/sites/default/files/2024-07/Project%202025%20Education%20Department.pdf.

WEBINAR: NEW REGULATIONS FOR TITLE IX

Join the AFT & AAUP for an upcoming webinar, "Title IX: What Faculty Should Know," on **November 13, 2–3 p.m. EDT** to discuss what these new regulations mean for faculty and staff nationwide. This webinar will be presented by Risa Lieberwitz (president of the Cornell AAUP chapter and member of AAUP's Committee A on Academic Freedom and Tenure) and Channing Cooper (deputy director of AFT Legal).
The new regulations include many changes from the earlier DeVos regulations, including the clarification that sex discrimination under Title IX prohibits discrimination based on sexual orientation and gender identity, and a broadened definition of hostile environment harassment under Title IX. The regulations also reduce the minimum level of due process requirements, and expand definitions of "mandatory reporters." It is important for all faculty to note that the final regulations do not include explicit references to academic freedom. This session will focus on what faculty and staff can do, through shared governance and collective bargaining, to develop and implement Title IX policies that build on the baseline provided by the new regulations to prohibit sexual harassment while also protecting academic freedom and due process for all workers.

Registration is available here.

nysut

PROPOSAL 1

THE NEW YORK EQUAL RIGHTS AMENDMENT

IS ON THE NOV. 5 BALLOT

ERA YES

On Nov. 5 VOTE YES on Proposal 1 ew York Equal Rights Amendment!

FLIP YOUR BALLOT!

Proposal 1, the New York Equal Rights Amendment, will appear on the BACK of your ballot!

What is Proposal 1?

- Previously called the New York Equal Rights Amendment
- Amends the New York state Constitution
- Prohibits discrimination – gender, age, ethnicity, pregnancy, disability or sexual orientation
- Safeguards reproductive freedoms in New York state

Learn more at nysut.cc/ERA

NYSUT Knocks for Kamala!

Join your union siblings as we make history on Saturday, November 2nd as we travel to **Erie, PA** to help get out the vote for Kamala Harris and Tim Walz! Transportation and meals will be provided.

Seats are limited- sign up now!

Scan the QR code to sign up or visit bit.ly/nysut-erie

Saturday, Nov 2

Schedule for Day:

6:00am - Bus leaves Rochester NYSUT Office
7:30am - Bus leaves Buffalo NYSUT Office
5:00pm - Bus returns to Buffalo NYSUT Office
6:30pm - Bus returns to Rochester NYSUT Office

Questions? Email emily.goldsmith@nysut.org

Check out all your union membership has to offer!

The Calm app -- recognized as Apple's Best of 2018 award winner, Apple's App of the Year 2017, and Google Play Editor's Choice 2018 -- is the #1 app for sleep, meditation, and relaxation with over 100 million downloads. Whether members have 30 seconds or 30 minutes of time available, the diverse content library offered by Calm includes numerous resources for their schedule and needs.

Members can explore guided meditations and specialized music playlists to help with stress and focus, mindful movement video and audio, relaxing sleep stories, nature scenes and sounds, specific content tailored for children, masterclasses led by experts, and more.

To learn more about how to create your Calm account and access the premium content for free, visit ***memberbenefits.nysut.org/free-member-benefits*** and then click on "Premium Calm Service." From there, you will find detailed instructions on how to create your Calm account along with a helpful Frequently Asked Questions document about the service. You will need your NYSUT ID number to create an account with your email address and password. Your NYSUT ID number can be found on your NYSUT Membership Card or by visiting ***https://www.nysut.org/memberid.***

Once you create your free Calm account on your computer, it is recommended that you download the Calm app for your iOS or Android device. After downloading the Calm app for your preferred mobile device, you can then log in with your email address and password to unlock the premium Calm content.

Learn more by scanning the QR code to the left, visiting ***memberbenefits.nysut.org***, or calling 800-626-8101.

MEMBER BENEFITS nysut Working to Benefit You

For information about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits.

Jan/Feb. 2024