



President's Corner

FA Colleagues:

As a new academic year begins, so to does a new fiscal year for the Faculty Association. The semester always begins with the work of closing out the prior year's budget and drafting of a new budget and dues structure for the current year. The FA Executive Committee reviews the budgets with the Secretary/Treasurer and makes a proposal to the Faculty Council for approval. Faculty Council reviews the proposal and approves a budget and dues structure which is then presented to the membership for approval. The budget is included in this edition of FAN, and I will share the dues proposal here. We will present both to the FA membership at our general membership meeting on Monday, September 23rd for final approval. Dues will not begin until the budget and dues structure are approved. If approved at the meeting, dues will begin in the October 10th pay period.

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Please join us for the next
FA Membership Meeting
Monday, September 23, 12-1pm
Empire Room, Brighton Campus
or on Zoom: Click [here](#) to join.
Meeting ID: 894 8908 3029
Passcode: 832829

Faculty Council Fall Meeting Schedule

September 11, 25
October 9, 23
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 pm in room 3-115 or on Zoom.

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

(President's Corner continued)

The FA dues include our dues for both the New York State United Teachers (NYSUT) and the American Federation of Teachers (AFT), our state and national affiliates. Historically, the AFT and NYSUT dues have been presented in flat dollar amounts. In the past, the FA dues included a flat dollar amount (to cover the NYSUT & AFT dues) and percentage to cover the dues for the FA. What that meant for members was that their dues ranged from 1.2% to 1.8% of their salary. Employees with lower salaries paid a lower dollar amount, but a higher overall percentage of their salary.

In 2020-2021, the FA Executive Committee voted to shift to a flat percentage dues structure as a way to make dues more equitable for all of our members. In the 2020-21 fiscal year, we began that transition with a dues structure of 1.2-1.5%, depending on salary. In 2021-2022 we completed the transition and all FA members were charged a dues rate of 1.4%. In 2022-2023 we had favorable budget conditions and were able to make the decision to lower dues to a rate of 1.3%, which is where the rate has remained for the past two years.

This year, the Faculty Council has approved a 1.4% dues structure, representing an increase of .01% from last year. The reasons for this increase include increases to the NYSUT dues, and declining numbers of FA members. However, you will notice that our proposed budget includes use of our fund balance to cover some of the expenses for 2024-2025. We take our fiscal responsibility very seriously and have developed a budget which we believe reflects the realities of our costs and the value of the services the Faculty Association provides to our members. We hope to see you at the membership meeting on the 23rd to answer any questions you may have about the budget or dues structure. Please see the tables included in this FAN for the dues schedule and the proposed 2024-2025 budget.

In solidarity,
Bethany

Free Labor Film Series Tickets Courtesy of the FA

Don't miss out on free movie passes to the annual **Rochester Labor Council "Labor Film Series"** now in its 34th year. With participation from various labor unions, including the Faculty Association, a series of films will be shown at the Dryden Theater of the George Eastman House at 900 East Avenue. The series runs on Fridays through November 1. All films begin at 7:30p.m.

Contact Sonja at ext. 2019 or slenhard@monroecc.edu or stop by the FA office to get your tickets.

Check out this website for the listing of the 2024's Labor Film Series: [2024 Rochester NY Labor Film Series Schedule \(rochesterlabor.org\)](https://rochesterlabor.org)

ATTENTION: OVERPAYMENT RECOVERY

Have you received overpayment from the college (based on their error) and then been asked to authorize a repayment plan? If so, the Faculty Association would like to hear from you. We've received several inquiries from members regarding these overpayment recoveries. It appears most situations have involved grant funds, but we'd like to hear about any overpayments and subsequent repayment plans. Please contact me at your earliest convenience. Jennifer Hill, Faculty Association VP for Teaching Faculty, jhill3@monroecc.edu

2023-24 Budget vs. Actuals & Proposed 2024-25 Budget

	2023-24 Budget	2023-24 Actual	Fav/Unfav	Proposed 24-25 Budget
Revenues				
Dues Income	347,000.00	351,297.65	4,297.65	370,000.00
Misc. Income	<u>0.00</u>	<u>506.00</u>	506.00	<u>0.00</u>
Total Revenues	347,000.00	351,803.65	4,803.65	370,000.00
NYSUT/AFT DUES	280,000.00	253,485.81	26,514.19	270,000.00
Left for FA Local	67,000.00	98,317.84	31,317.84	100,000.00
Expenditures				
Arbitration	3,000.00	0.00	3,000.00	4,000.00
Books and Publications	200.00	79.00	121.00	200.00
Faculty Council/ Executive	600.00	0.00	600.00	500.00
Mediation	800.00	0.00	800.00	500.00
Negotiations	0.00	0.00	0.00	0.00
Operating Expenses	5,500.00	6,191.79	-691.79	6,500.00
Organizations	400.00	350.00	50.00	400.00
Payroll	66,000.00	67,047.42	-1,047.42	70,000.00
Payroll- Benefits	16,000.00	17,503.41	-1,503.41	20,000.00
Professional Services	4,500.00	3,955.54	544.46	4,500.00
Refunds/Contributions	500.00	0.00	500.00	500.00
Social/Membership	4,000.00	8,844.51	-4,844.51	8,000.00
Special Events/Hospitality	1,500.00	2,712.62	-1,212.62	2,500.00
Travel & Conferences	<u>10,000.00</u>	<u>9,279.93</u>	<u>720.07</u>	<u>10,000.00</u>
Total Expenditures	113,000.00	115,964.22	-2,964.22	127,600.00
Change to Fund Balance	-46,000.00	-17,646.38		-27,600.00
Beginning Fund Balance	160,374.97	160,374.97		142,736.00
Ending Fund Balance	114,374.97	142,728.59		115,136.00

Please join us for the FA membership meeting on September 23 for the vote on both the proposed 2024-2025 budget & dues structure.

2024 – 2025 Dues Schedule

2024-2025 Dues rate = 1.4%

Dues deductions will occur on the following pay dates:

FT & PT Dues (19)	Adjunct Dues – Fall (5)	Adjunct Dues – Spring (6)
10/10	10/10	
10/24	10/24	
11/7	11/7	
11/21	11/21	
12/5	12/5	
12/19		
1/2		
1/16		
1/30		
2/13		2/13
2/27		2/27
3/13		3/13
3/27		3/27
4/10		4/10
4/24		4/24
5/8		
5/22		
6/5		
6/18		

CORRECTION: RECOGNIZING OUR ADJUNCT COLLEAGUES

Please note, the following colleagues were not included in the recognition list in our June 2024 edition of FAN. We thank them for their many years of service to MCC!

Patricia Dano, 25 years of service, Health & Physical Education

William DeMott, 22 years of service, Visual and Performing Arts

Peter Ziarnowski, 25 years of service, Psychology

From the FA Diversity & Inclusion Director, April Daniels

In what ways is your area reflective and supportive of the rich tapestry of our community? It's easy to slip into the comforting belief that we have created a welcoming, psychologically safe space for others when viewed through our own cultural lens, but if we were truly able to experience environments through the perspective of someone outside our own cultural norms, what might we discover? Think about the colors on walls that help you feel calm. What kind of art stirs you? What kind of music makes you sway? What food takes you back to a joyful time and place? What kind of clothing makes you feel comfortable and confident? What scents are familiar and soothing? What language do you use when speaking to your closest, most trusted, beloved people? Now consider how it would feel if you worked in a space for 35+ hours a week that in no way reflected any of those norms. Or worse...dismissed or disparaged those norms in some way. What can we do in our physical spaces and in our office and meeting practices to honor the cultural norms that help us all feel comfortable, valued, and safe?

Many members have engaged in NYSUT's Implicit Bias Workshop: "Sticks and Stones," and the feedback is overwhelmingly positive. If you have not yet had the opportunity to take advantage of the free virtual professional learning opportunity, please do consider! There are upcoming workshops in September, October, and November. You can register here:

[Implicit Bias Workshop: "Sticks & Stones" \(nysut.org\)](https://www.nysut.org/implicit-bias-workshop-sticks-stones)

The FA Mediation Project

The **FA Mediation Project** is a valuable resource within MCC. The Mediation Team is dedicated to helping employees resolve interpersonal issues and conflicts effectively, in a respectful and unbiased manner. We encourage open communication and a harmonious work environment.

Services your Mediation Team provides:

Ask a Mediator is open and available for private and confidential questions and concerns related to mediation, conflict resolution, and related topics. By submitting your question anonymously, you contribute to the collective knowledge and help others who may have similar inquiries.

To submit your question, please follow the link: <https://forms.office.com/r/r8dZvbnxwq>. You will be directed to a form where you can enter your question without revealing your identity. Questions received will be carefully reviewed and selected for inclusion in an upcoming edition of the FAN publication.

Mediation or Conflict Coaching

FA Mediators provide private and confidential services to members interested in addressing interpersonal conflicts through mediation or conflict coaching.

Workshops and Trainings

Interested in a workshop or training opportunity? We can develop presentations and workshops that fit the specific needs for you and your colleagues. Training sessions can vary in length and can include such topics as active listening skills, how to use assertive language when giving and receiving criticism and how to assertively resolve conflicts.

MCC/FA Mediation Team Members

Susan Bender, Coordinator (VaPA)
Elizabeth Baxter (Academic Services)
Marj Crum (VaPA)
Michael Johnson, (Counseling and Disability Services)
Robert Muhlnickel (English and Philosophy)
Jodell Raymond (Workforce Development)
Jessica Strollo (ESOL/Transitional Studies)

ROCHESTER WOMEN'S COMMITTEE FINANCIAL SERIES 2024



Part 1:

The Impact of Political Choices on Women's Wallets

TOPICS AND PRESENTERS

Proposition 1: NYS Equal Rights Amendment

Melinda Person, NYSUT President

The Equal Rights Amendment is on the ballot this November. Learn about the importance of adding the ERA to the NYS Constitution and the financial impacts of not having it.

Investing for Women – Understanding the Basics

Barbara Clemons, Certified Financial Planner with ESL Investment Services, LLC

Studies show that women are investing more than ever before, but many still feel patronized by advisors and are reluctant to ask more questions. In this presentation, we will review the basics of investing and discuss how important it is to have good information when making financial decisions.

Benefits available to NYSUT members!

Jackie Davis, Benefits Coordinator, NYSUT Member Benefits

ADVANCE REGISTRATION REQUIRED

2024

THURSDAY,
OCT. 17
5:30 – 8 p.m.

Dinner provided

Free to
NYSUT
members!



RSVP BY OCT. 9

nysut.cc/rrowcfinancialseries-part1

NYSUT Rochester
Regional Office

30 N. Union St.
Rochester,
New York
14607



RSVP by Oct 9th [HERE](#)



NYSUT members and their families are invited to **Pick'n Patch**, in **Stanley, NY** for a fall evening of fun, pumpkins, and family outdoor activities on **Friday, October 4th from 4-7pm**. Enjoy 25 free attractions such as the corn maze, lil pumpkin bouncer, a ball zone, duck races, ropes course, apple blasters (3 shots free) and so much more. Come out and bring your family to this fun NYSUT get together!

Admission tickets rates:

Ages 0-2 and over 72: Free

Ages 3-71: \$5.00

We encourage you to pre-purchase your dinner choices from various types of pizza, grilled cheese, and hot dogs to ensure that your choices will be available and to receive a discount. Orders placed during the event will be at regular prices and supplies may be limited. You will be able to purchase kids' drinks, soda, water, cider and alcoholic beverages at the event.

Advanced registration is required by Friday, September 27th. You can register [HERE](#).

This event will be held rain or shine. Refunds will only be offered if canceled by September 27th.

Looking forward to having some Fall Fun in the Finger Lakes Region with our NYSUT Members!

Check out this website to learn more about all the fun activities: [Fingerlakes Fall Family Fun at Pick'n Patch](#)

LIFE INSURANCE: *Crucial for protecting your loved ones*



Life insurance is a topic many people find confusing, complicated, and uncomfortable to think about. It is undoubtedly one of the most vital types of insurance products you can purchase, though. Whether you're looking into your first policy or to upgrade existing coverage, it's important to determine how much life insurance you need and which type is right for you.

One key fact about life insurance you may not be aware of is premiums are likely to be less expensive if you purchase it earlier in life. For those of you who currently have policies, what you purchased 10 years ago, five years ago, or even last year may not be enough to replace your income and all you provide for your family. And if you are part of the 30% of Americans who don't have any life insurance at all,* you could be putting your family at great financial risk.

There are a variety of options to consider when it comes to life insurance, including:

- 1. Term Life** – this product pays a benefit in the event of the death of the insured during a specific timeframe but offers no cash value.
- 2. Level Term Life** – this insurance is similar to term life but is normally for a set period of time such as 10, 15, or 20 years; it also offers no cash value.
- 3. Universal Life** – this option offers a way to protect your family while building tax-deferred cash value; policyholders can usually access a portion of the balance without impacting the guaranteed death benefit.

* Source: USA Today - <https://www.usatoday.com/money/blueprint/life-insurance/life-insurance-statistics>

NYSUT Member Benefits endorses a number of competitive life insurance programs (those listed to the left and others) available to NYSUT members and their spouse/certified domestic partner. Many of these plans offer reduced rates not available to the general public along with additional convenience and savings opportunities through payroll or pension deduction.

Learn more about Member Benefits-endorsed life insurance programs by scanning the QR code, visiting memberbenefits.nysut.org, or calling 800-626-8101.



**MEMBER
BENEFITS**
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Working to Benefit You

September/October 2024