



President's Corner

FA Colleagues:

It's been a busy start to the academic year, and we have a lot of important information to share with you in this first edition of FAN.

The MCCFA Legislative Committee (Joe Scanlon (Chair), Pat Dano, Ellen Mancuso, Mark Sample & Melissa Santiago) spent multiple days during the spring and summer conducting interviews of candidates for the Monroe County Legislature. We share the committee's endorsements here and information about how you can get involved to support these candidates. I'd like to extend my sincere thanks to the committee members for the time and effort they put into this important process. I'd also like to draw your attention to the importance of these endorsements. Particularly, you will notice that we have endorsed Dave Long in the 16th district. His opponent, Joe Carbone, was previously the President of the legislature and therefore a member of the MCC Board of Trustees. You may recall that while on the BOT, Dr. Carbone was not a friend to MCC employees, nor did he show much interest in the mission of MCC.

(continued on next page)

Please join us for the next
FA Membership Meeting
Thursday, October 5, 3-4:30pm
Empire Room, Brighton Campus
or on Zoom

Click [here](#) to join

Or use: Meeting ID: 875 5297 9412
Passcode: 465154

Faculty Council Fall Meeting Schedule

October 4, 18;
November 1, 15, 29; December 13

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.

2023-2024 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, Diane Dinkins-Lourette; Adjunct Chair, PJ Ciaccia; Grievance Officer, Bill Horton; Communications Chair, Judi Salsburg-Taylor; Legislative Chair, Joe Scanlon; Equity & Inclusion Officer, April Daniels; Membership Chair, Kevin French; Health & Safety Officer, David Lederhouse; Site Director, Antonia Custodio; Site Director, vacant

(President's Corner continued)

He has already stated publicly that he will be President again, if he wins and if the Republicans win the majority. It is essential that we get out the vote for Dave Long so that we can avoid having Carbone on our Board once again!

We are also sharing the proposed FA budget and dues for 2023-24. We are pleased to share that we will not be increasing the dues amount, even though the NYSUT/AFT dues have increased. Please review the budget and plan to attend our membership meeting on October 5th for the budget vote.

Also in this edition of FAN is a statement from the FA Faculty Council about the recent issue with the title changes which were approved at the August 7th Board meeting as promotions. We hope this statement clarifies the role of the union, as well as our position on this issue.

I look forward to seeing you at the membership meeting and wish you a successful fall semester.

In solidarity,
Bethany

Faculty Association Proposed Dues for 2023-2024

Faculty Council has approved a membership dues rate of 1.3% for the 2023-2024 academic year. This is the same rate as the 2022-23 dues, so your dues payment will not increase. This proposal will be presented to the membership for a vote at the General Membership meeting on 10/5. This dues rate includes the dues for AFT & NYSUT and applies to all full-time, part-time, and adjunct members. Dues deductions will begin on 10/12.

Free Labor Film Series Movie 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 33rd 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 is every Friday in September & October. 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.



Connect with us on social media to get the latest news & updates:

Facebook: MCC Faculty Association (members only group)

Twitter: @MCCFacultyAssoc

Instagram: @mccfacultyassoc

FA website: www.mccfacultyassoc.org

FA Budget vs. Actuals 2022-2023 & Proposed 2023-2024 Budget

	2022-23 Budget	2022-23 Actual	Fav/Unfav	Proposed 2023-2024
Revenues				
Dues Income	347,000.00	349,932.45	2,932.45	347,000.00
Misc. Income	400.00	15.85	-384.15	0.00
Total Revenues	347,400.00	349,948.30	2,548.30	347,000.00
NYSUT/AFT DUES	262,000.00	251,922.92	10,077.08	280,000.00
Left for FA Local	85,400.00	98,025.38	12,625.38	67,000.00
Expenditures				
Arbitration	3,000.00	0.00	3,000.00	3,000.00
Books and Publications	200.00	0.00	200.00	200.00
Faculty Council/ Executive	600.00	62.76	537.24	600.00
Mediation	800.00	0.00	800.00	800.00
Negotiations	0	0	0	0
Operating Expenses	5,500	3,492	2,008	5,500
Organizations	400	0	400	400
Payroll	65,000	61,951	3,049	66,000
Payroll- Benefits	15,000	14,403	597	16,000
Professional Services	4,500	4,451	49	4,500
Refunds/Contributions	100	350	-250	500
Social/Membership	4,000	3,823	177	4,000
Special Events/Hospitality	500	1,904	-1,404	1,500
Travel & Conferences	10,000	6,430	3,570	10,000
Total Expenditures	109,600	96,868	12,733	113,000
Change to Fund Balance	-24,200	1,158	25,358	-46,000
Beginning Fund Balance	154,981	154,981	0	160,375
Ending Fund Balance	130,781	156,139	25,358	114,375
Change to fund balance:				
Remaining grant \$ added to general fund:				3,436
Scholarship \$ pulled out to separate account:				-800

Please join us for the FA membership meeting on October 5th for the vote on both the proposed 2023-2024 budget & dues structure.



Please consider getting involved to support our endorsed candidates with the following actions:

Phone Banks at NYSUT
30 Union St.

Wednesdays, starting at 5pm
October 4,11,18 & 25
November 1

Dinner will be provided!



Upcoming Labor Walks

Meet at 30 North Union St at 10am on:

October 7

October 14

October 21

October 28

November 4



We need YOU to walk for our labor endorsed Monroe County candidates

RSVP 520-5388 or 797-8401

NYSUT & MCCFA ENDORSED CANDIDATES

County Executive: Adam Bello (D)

Monroe County Legislature:

- 2nd District Jacqueline E. Smith (R)
- 3rd District Marvin Stepherson (D)
- 4th District. Virginia McIntyre (R)
- 5th District Richard B. Milne (R)
- 6th District Sean H. McCabe (R)
- 7th District Kirk Morris (R)
- 8th District Mark C. Johns (R)
- 9th District Mel Callen(D)
- 10th District Howard Maffucci(D)
- 11th District John Baynes(D)
- 12th District Steve Brew(R)
- 13th District Michael Yudelson (D)
- 14th District Susan Hughes-Smith (D)
- 15th District. Frank Ciardi(R)
- 16th District Dave Long(D)
- 18th District Lystra Bartholomew McCoy (D)
- 20th District Robert J. Colby (R)
- 21st District Santos Cruzcardona (D)
- 22nd District Mercedes Simmons (D)
- 23rd District. Linda M. Hasman(D)
- 24th District Albert A. Blankley(D)
- 25th District Carolyn D. Hoffman(D)
- 26th District Yversha M. Roman(D)
- 27th District Rose Bonnicks (D)
- 28th District Ricky G. Frazier (D)
- 29th District William T. Burgess (D)

Update from the FA Scholarship Committee

This year, the FA “Follow Your Dream” Scholarship will honor the late Rochelle Watson Payne, TRS/ESOL Department. Additionally, the FA Faculty Council and the Scholarship Committee have established a second scholarship to honor the late Matt Hachee, English/Philosophy Department. The “Matt Hachee Memorial Scholarship” application will focus on engagement in social justice and will be granted to one student. The FA “Follow Your Dream” Scholarship will continue to focus on students with obstacles above and beyond those of traditional college students.

We will accept donations at any time in the form of cash or a check made out to the Faculty Association (Memo: Scholarship Fund). You may contact Sonja Lenhard at slenhard@monroecc.edu or stop by the FA Office (7-205).

Look out for future announcements regarding raffle ticket sales for two beautiful gift baskets that will be raffled off at the FA Holiday Party (TBA).

The applications for both scholarships will be available to students in the spring semester.

NYSUT Catastrophe Major Medical Plan Rare Open Enrollment Opportunity

By Jeff Baker, Secretary/Treasurer

If you have ever had as an individual more than \$2000, or within your immediate family more than \$4000 in out-of-pocket medical expenses in a single year, or expect that this may happen in the future, you should look at the NYSUT Catastrophe Major Medical Plan. It covers nearly all medical expenses not covered by standard health insurance once those maximums are reached and includes some additional benefits that standard policies and even Medicare do not cover, such as nursing home and home health care.

MCC Faculty Association members are eligible to sign up during a rare open enrollment period that started on September 8th and will end on October 13th. I personally benefitted from this insurance last year when I developed a rare condition requiring expensive medication that would have cost thousands in co-pays beyond those deductibles. I urge you to take a look at this insurance right away because it may not be available again for several years, if ever. For more detailed information and to sign up for a live webinar, go to the [NYSUT Member Benefits website](#).

Statement from the FA Faculty Council

There has been much discussion around campus about the role of the Faculty Association in the Title Change/Promotion issue which impacts some FA employees. The leaders of the FA Faculty Council are providing this statement to clarify the FA's role, involvement, and position on this issue.

Following the announcement of the Non-Ranked promotions in the Daily Tribune on August 8th, which were approved by the BOT on August 7th and which included title changes listed as promotions, the FA was contacted by multiple FA members who hold titles that were included in the promotion list, but who have been previously told they are ineligible for promotion. We have since learned that there were similar concerns raised by employees with other college leaders. FA President, Bethany Gizzi, contacted Vice President Gantt and HR Associate Director, Winnie Nicholson, to express concern over the misrepresentation of title changes listed as promotions and the resulting inequity that posed for other FA employees. The FA has consistently advocated for clarity between the promotion and title change process, has worked through Labor-Management to provide guidance documents, and has filed grievances regarding these issues in the past. It is concerning that promotions and title changes are once again being misrepresented as the same process when we have worked hard to establish a shared community understanding of these two distinct processes.

Promotion is a contractual process and is clearly outlined in Article 54 of the FA Contract. The titles which are eligible for promotion are listed in Article 52 and are further clarified in the [Labor-Management Title Characteristics](#) document. This document also indicates which titles are not eligible for promotion. Title changes often occur but are not a contractual process. Title changes occur at the discretion of management. Although we do advocate for FA members when we believe they are working out of title and need a title change, the FA is not directly involved in the title change process. We maintain an interest in the distinction and integrity of these two separate processes, as well as an interest in ensuring that contractual processes are applied equitably to all FA members. Thus, we raised our concern when non-eligible titles were listed as having received promotions. However, these title changes themselves are not a violation of the contract.

On August 31, the Board of Trustees approved a hold on the title changes and salary increases for the employees whose title changes were incorrectly listed as promotions. Although we understand and agree with the need for clarity around these processes, and accuracy of information presented, we do not believe that these employees should be held accountable or harmed because of an administrative error. We support our members' efforts to advocate for themselves and work with their supervisors to achieve appropriate titles and salaries which reflect the value of their labor.

We strongly advocate for the impacted employees to be included in any conversations about their title so that they have the opportunity to advocate for themselves and provide clarity on their job descriptions. Further, we commit to continuing our joint efforts with management to maintain clarity for all MCC community members about the differences between promotion and title change, as well as to participate in further discussions around aligning titles and job responsibilities.

We believe that maintaining processes for promotion and title change which are implemented consistently and fairly for all FA employees is a shared goal for both the union and management. By providing transparency and consistency for these processes, we can ensure equity of opportunity for all of our employees.

Important Differences Between Promotion & Title Change:

Promotion is employee driven. The employee applies & puts together a packet to reflect their work for past five years (or since last promotion).	Title change is a process initiated by the supervisor to reflect needed changes to the duties and job description which do not fit the current title.
Promotion is based on “sustained and meritorious performance” in the position description, professional development, and service. Employee should show growth and development within their current position and should not be expected, or required, to add new duties to their job description.	Title change is based on changes to the job responsibilities and description, not employee performance.
Contractual – See Article 54	Management prerogative and discretion.
Must follow the contractual process and timeline.	Can occur at any time – if warranted by a revised job description.

From the New York State Conference of the American Association of University Professors:

NYSC AAUP Fall 2023 Conference

ADVANCING, PROTECTING, AND DEFENDING ACADEMIC FREEDOM

Saturday, October 28

The fall 2023 NYSC AAUP Business Meeting and Conference will be held virtually via Zoom. Saturday’s Conference will also be recorded.

We would like to invite and welcome members of the MCC Faculty Association to attend our Fall 2023 Saturday Conference, the theme of which is "Advancing, Protecting, and Defending Academic Freedom," as our guests. Official registration will open Monday, September 25th. Note that when registering, the Friday business meeting is open only to AAUP members. You will register for the Saturday conference only. A separate Zoom link will be provided for Saturday.

[REGISTRATION INFORMATION & FORM FALL 2023 | New York State AAUP Conference \(nyscaaup.org\)](#)

Sally Dear-Healey, Executive Director

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sdearhealeyaaup@gmail.com

UNION WORK IS SOCIAL JUSTICE WORK

Labor unions are social justice organizations, committed to achieving social and economic equity. If you want to be more involved in direct action social justice work, please consider becoming more involved in your union with one of the opportunities/events below:



Members of Color Affinity and Action



The **NYSUT Rochester Regional Office** is launching an initiative for our NYSUT members of color. We want to create a space for you to share your experiences as an employee and union member, talk about what you want from your union and learn about how we can better meet your needs as a NYSUT member. If you are interested in receiving information about upcoming Rochester Regional NYSUT Members of Color events, please fill out this [SURVEY](#) to provide us your contact information.

We plan to host an inaugural event later this fall. We are excited to meet and talk with you!

NYSUT is now accepting [applications](#) for the **NYSUT Pathways to Leadership**, a project to support NYSUT BIPOC members who strive to own their power and strengthen their skills to take on leadership roles within their union, workplace, or community. Throughout the year, participants will learn new skills, create community and experience mentorship to achieve their personal leadership goals.

The project takes participants through a series of meetings, reflections, readings and discussions over the course of the year. We will adapt the content of the program based on the interests and needs this cohort identifies in our first meeting, so the work is tailored to individual participants.

The program will culminate with the creation of a leadership project and mentorship opportunities for those who are interested.

More information is available [here](#).

Women as Caregivers:



Supports for Self, Children and Parents

ADVANCE REGISTRATION REQUIRED

2023

SATURDAY,
OCT. 28
9 a.m. – 2 p.m.

Morning snacks and lunch included



RSVP BY OCT. 17

**NYSUT Rochester
Regional Office**

Back to school can mean a lot of different things:

- Starting a new career
- Planning for the future
- Balancing work and home life
- Making difficult decisions
- Enjoying your final year before retirement
- Recalling memories of a proud career

Regardless of what you might be doing this fall, **NYSUT Member Benefits** offers a variety of endorsed programs and services that could help make you as prepared as possible for whatever the new school year may throw at you.



Whether you are looking to save money, protect your family, or plan for the future, **NYSUT Member Benefits** is a great place to start. With dozens of endorsed insurance, legal, financial, shopping, travel, and discount programs, you are certain to find something of interest that could benefit you or your loved ones.

And speaking of savings, the **Member Benefits Discounts & Deals** program utilizes the nation's largest private discount network to offer all NYSUT members (both in-service and retiree) exclusive access to savings of up to 50% at 850,000 locations -- including more than 21,200 New York State deals. If you have not already done so, head over to mbdeals.enjoymydeals.com to create your account with your NYSUT ID number, preferred email address, and password.

You'll then be eligible to save on restaurant dine-in or take-out, flowers and gift baskets, Bose electronics, clothing and shoes, oil changes and vehicle maintenance, sporting events, hotels and flights, car rentals, theme parks, movie tickets, and much more. Members are encouraged to download the MB Discounts & Deals mobile app for the best user experience with this program.

Check out all your union membership has to offer!



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

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



Sept/Oct. 2023