



President's Corner

As we wrap up another semester, I'd like to take the opportunity to thank the dedicated members of the FA Faculty Council for their service and leadership this semester. FA members should know that you have a group of twenty individuals who are working (often behind the scenes) to advocate for you and our students. Their work is important and appreciated, and I hope you will join me in expressing gratitude for all that they do.

This November, a group of us attended the 43rd NYSUT Community College conference, our annual conference for professional development and networking with other community college union leaders throughout the state. Three members of our team were presenters at the conference. I presented on the history of LGBTQ+ activism within the labor movement, Ellen Mancuso presented on working with elected official to advocate for the union, and Doug Rivers presented on working with local industry to redefine workforce development courses (where another member of our team, Bill Horton, served as moderator). The work that we do as your FA leaders not only serves the MCC community, but often serves a model of union leadership and advocacy for our NYSUT colleagues throughout the state. I am grateful to NYSUT for supporting our professional development and recognizing the value of our work.

In solidarity,
Bethany

The FA office will be closed December 22 – January 10. We will re-open on January 11. If you have an urgent need of FA representation prior to Jan. 11, please contact Phil Oettinger.



Pictured L to R: Robert Leopard, Jeff Baker, Bill Horton, Doug Rivers, Diane Dinkins-Lourette, Bethany Gizzi, Julie Slate, Kevin French, Ellen Mancuso, Jennifer Hill, Sonja Lenhard. Not pictured but also in attendance: Jim McKenna.

2022-23 FACULTY COUNCIL OFFICERS



President, Bethany Gizzi; Professional Staff VP, Phil Oettinger; Teaching Faculty VP, Jennifer Hill; Secretary/Treasurer, Jim McKenna; Teaching Director, Gordon Dutter; Teaching Director, Liz Zion-Stratton; Professional Staff Director, Julie Slate; Professional Staff Director, Melissa Santiago; Adjunct Director, Diane Dinkins-Lourette; Adjunct Chair, Jeff Baker; Grievance Officer, Matt Hachee; Communications Chair, Judi Salsburg-Taylor; Legislative Chair, Doug Rivers; Equity & Inclusion Officer, April Daniels; Membership Chair, Kevin French; Health & Safety Officer, David Lederhouse; Site Director, Christine Plumeri; Site Director, Bill Horton

Communications Corner



Reasonable Communication Expectations from Your Supervisor

Every job in the purview of the Faculty Association should include a formal job description, work load expectations, and compensation. Job descriptions of various titles exist in MCC's Human Resources office. These job descriptions are available to you by simply contacting HR and requesting a copy of the description based on your title. Keep in mind, however, that not all job descriptions within titles are the same. A Specialist, for instance, may have a different job description depending on the role and functionality at the college.

Over the past few years at the college, as people have left the college, many positions at MCC have not been filled. A cursory glance around almost any department—particularly those who are in Professional Staff roles—are understaffed. Many of our FA colleagues are now being asked to do the work of two and sometimes three roles.

At such a time of transition, it is crucial that we, as members of the Faculty Association, expect and insist on the following from all of our supervisors:

1. Work load expectations are communicated *in writing*
2. Pay and other compensation are communicated *in writing*

The Faculty Association has recently completed and is currently involved in several grievances with the college centered around workload and pay issues either not being communicated at all or are communicated verbally. It is in everyone's best interest to ensure that workload and pay are presented in written form to you.

Many FA employees may find themselves without a current job description. If that applies to you, it is in your best interest to actively participate in the revision and drafting of a new job description.

If you have further questions, please contact me, Judi Salsburg Taylor, jsalsburg@monroecc.edu, as your Communications Chair, or any member of the Faculty Council.

FA "Follow Your Dream" Basket Raffle Winners

We are pleased to report that the FA "Follow Your Dream" Scholarship Committee has raised over \$1300 on the holiday basket raffle. The raffle took place at the FA Holiday Happy Hour on Friday, December 9 at Trio. The lucky recipients who won the baskets were: Robert Leopard (Biology) and Amanda Colosimo (Chem/Geo).
Congratulations Robert & Amanda!

Thank you to all who purchased raffle tickets and attended the FA Holiday Happy Hour, it was a great turn out of colleagues and friends. Donations to the scholarship fund will still be accepted during the spring semester. Be on the lookout for the "Follow Your Dream" scholarship application announcement in the Tribune next semester and encourage your students to apply.

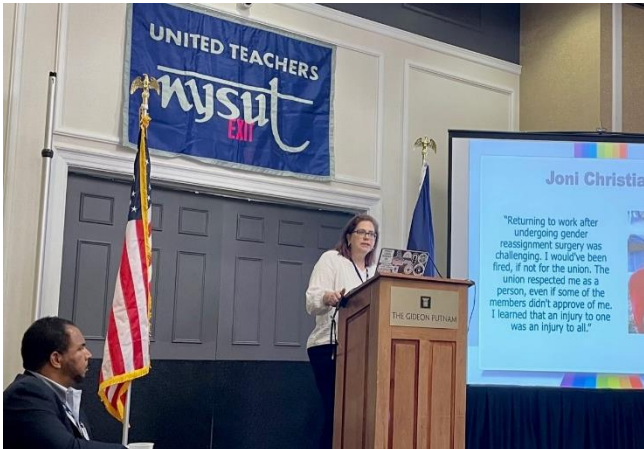
Your support for our scholarship and our students is greatly appreciated!

Thanks to everyone who joined us for the FA Holiday Happy Hour! It was great to celebrate with you!



MCCFA Faculty Council Leaders at the 43rd Annual NYSUT Community College Conference

Photo credit: NYSUT & Isabella Bertoletti, FIT

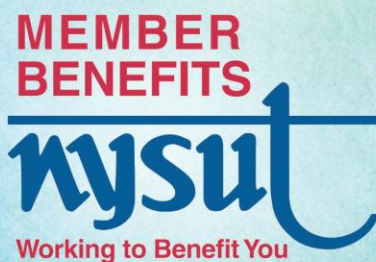


Life is complicated. NYSUT Member Benefits can help.

PEER SUPPORT LINE



The Peer Support Line is a new service available through NYSUT Member Benefits that's offered at no cost to all NYSUT members and their families.



The Peer Support Line can help with:

- Finding mental health services or support groups
- Answering questions about Medicare and Medicaid
- Managing work-related stress
- Providing support to new members
- Sourcing elder care or caregiving services
- Assisting with marital, relationship or child rearing concerns
- Reducing feelings of isolation and loneliness

The Peer Support Line is a partnership between NYSUT Member Benefits and Rutgers University Behavioral Health Care.

For more information or assistance, call toll-free 844-444-0152.

Nov/Dec 2022