



President's Corner

During years when we are not actively negotiating a new contract, representatives from the FA and management continue to meet to discuss contractual issues in our Labor-Management meetings. We set an agenda of topics to discuss throughout the academic year. The topics are often influenced by issues that came up during the previous negotiations or issues related to implementation of the contract or working conditions which we know are impacting FA members.

This year we have an ambitious agenda:

- Guidance and clarification on the Title Change & Promotion processes
- Implementation of Article 45, Section G: Flex Time for Professional Staff
- Clarification of expectations and compensation for program coordinators
- Clarification of responsibilities and compensation for implementing grants
- Department chair position description & responsibilities

(continued next page)

FA Holiday Party
Come join us for some holiday cheer, food, laughs and unwind with your fellow colleagues and friends.

When: Friday, December 8
Where: Pane Vino
3400 Monroe Ave. (Colony Plaza)
Time: 5:00 pm – 9:00 pm
Food and one drink ticket will be provided.

We will be drawing tickets for 2 gift baskets supporting the FA "Follow Your Dream" Scholarship and the "Matt Hachee Memorial Scholarship". Tickets can be purchased at the event (cash or check only).

**The FA office will be closed
December 22-January 5.
We will re-open on January 8.**

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, Tom Gerwitz

President's Corner continued.....

Some of the topics are assigned to sub-committees who will research the topic and bring recommendations back to the Labor-Management committee (department chairs, grant responsibilities) and others will be discussed and acted upon by the L-M committee (promotion & title change guidelines). Whatever approach we take, the goal is to provide clarity and consistency for both employees and management.

I'm sharing this information to highlight for you the efforts that your FA leaders are engaged in on your behalf. Even when not negotiating, we are focused on improving contract language and working conditions. I'd like to recognize and thank the FA Labor-Management team for their continued efforts and commitment.

In solidarity,
Bethany

FA LM Team: Jeff Baker, Jennifer Hill, Bill Horton, Phil Oettinger & Melissa Santiago

MCCFA Faculty Council Leaders at the 44th Annual NYSUT Community College Conference

On November 3-4, a group of 12 FA representatives attended the 44th NYSUT Community College Leadership conference, our annual conference for professional development and networking with other community college union leaders throughout the state. The FA Secretary/Treasurer, Jeff Baker, presented on contingent faculty issues and the FA Mediation Project Coordinator, Susan Bender, presented on the mediation project and mediation strategies. Both are pictured below.



FA Scholarship Committee Updates

The FA Scholarship Committee has been working hard this fall semester with fundraising and scholarship development. This upcoming spring 2024 semester, we will be awarding two scholarships: the *Faculty Association Follow Your Dream Scholarship*, honoring the late Rochelle Watson-Payne, and the *Matt Hachee Memorial Scholarship*, in honor of the late Matt Hachee.

The *Faculty Association "Follow Your Dream" Scholarship* focuses on students who may have obligations outside of the classroom, such as caring for family members/children or working multiple jobs to make ends meet, while continuing to succeed at MCC.

Each year, the scholarship names an honoree who has contributed to the success of the MCC students and the college community. Rochelle Watson joined MCC in 2004 as a technical assistant in the Integrated Learning Center. She was promoted to full-time instructor then to assistant professor in Transitional Studies. Rochelle achieved associate professorship in 2018. Rochelle made a positive impact on her students by always keeping their best interests at the forefront, providing an enhanced and rewarding learning experience.

Matt Hachee joined MCC in 2003 as an instructor teaching Philosophy. In 2013, he achieved associate professorship. Matt had the ability to explain complex abstract ideas and make complicated topics accessible for students in his introductory-level classes. His energy and enthusiasm in the classroom were invigorating and infectious. Matt was a valuable contributor not only to his department but to the entire College community. He was a founding member of the Sixth Act and the Scholars' Day Committee. He was active in the Honors institute; the Holocaust, Genocide and Human Rights Project; and served on Faculty Council for many years. He was a valued member of the FA leadership team.

Both Rochelle and Matt made a lasting impact on students, employees, and the entire MCC community.

FA Scholarship Committee: Sonja Lenhard, Denee Martin, Jessica Barone, Tom Winslow, Andrea Gilbert, Mazie Mizelle. Kathv Baxter. Gabe Armatas

FA Scholarship Basket Raffle Ticket Sales:

The Scholarship Committee will be selling raffle tickets for two gift baskets to raise funds for both scholarships. We accept cash or check (made payable to The Faculty Association).

Tickets are: 1 for \$5.00, 3 for \$10.00, 7 for \$20.00

- Monday, November 27 to Thursday, November 30 from 11:00 to 1:30 on the Terrace at the Brighton Campus.
- The FA Office (7-205) Monday through Thursday 9:00am to 3:30pm from November 27 through December 7.
- Antonio Custodio - (Facilities) at the Downtown Campus (33-3310E)
- Juanita Leon - at the Applied Tech Center
- Denee Martin – Office of Student Life/Leadership (3-126D)

Both baskets will be raffled off at the FA Holiday Party on Friday, December 8 at Pane Vino in the Colony Plaza at 3400 Monroe Avenue. Raffle tickets will be available for purchase at the event.



Basket Items: 1 night stay at the Benjamin Porter House B & B in Skaneateles, NY, throw blanket, candle, fuzzy socks, hand lotion, hot chocolate, tea, coffee, chocolate, cookies, Chapstick, soup and chili mix, mug, decorative wooden cutting board, decorative kitchen towel, oven mitt & potholder, wine, gift certificate to Kobe hibachi, pasta, sauce, puzzle book, playing cards, motivational sign, movie night popcorn gift set, Wegmans gift card.

Communication Tip from the FA Mediation Team

Effective communication is a skill that can significantly impact both personal and professional success. Whether you're navigating workplace dynamics, building relationships, or resolving conflicts, your ability to communicate clearly and authentically plays a pivotal role. Here's a key communication tip to enhance your skills:

Embrace the Power of Non-Verbal Communication

The art of communication involves more than just choosing the right words. Embracing non-verbal cues will elevate your interpersonal skills and contribute to your overall success. While words convey the explicit message, non-verbal cues often communicate the underlying emotions and intentions. Paying attention to your body language, facial expressions, and gestures, and being attuned to those of others, can improve the effectiveness of your communication.

1. **Maintain Eye Contact:** Establishing and maintaining eye contact demonstrates confidence and sincerity. It conveys that you are actively engaged in the conversation and attentive to the speaker.
2. **Posture and Gesture:** Be mindful of both. Open and relaxed posture indicates approachability and receptiveness, while crossed arms or fidgeting may convey defensiveness or discomfort.
3. **Facial Expressions:** Your face is the number one nonverbal communication message sender. Ensure that your facial expressions align with your words to convey authenticity and transparency.
4. **Tone of Voice:** You know the saying... *"It's not what you say, but how you say it."* The tone in which you speak can significantly impact the perceived meaning of your words. Be mindful of your tone. Ensure it aligns with the message you want to convey.

The Mediation Team is a valuable resource within MCC, 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.

Submit your question via our [Mediator Question Form](#). 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.

If you have an interpersonal matter that you believe requires mediation or conflict coaching, please feel free to [email Susan Bender \(Spiegelberg@monroecc.edu\)](mailto:Spiegelberg@monroecc.edu) or call her at (585) 685-6220.

MCC/FA Mediation Team Members: Susan Bender (Pearlberg), Coordinator (VaPA), Elizabeth Baxter (Academic Services), Susan Belair (Anthro-Hist-Poli Sci-Soc), Marj Crum (VaPA), Michael Johnson, (Counseling and Disability Services), Robert Muhlnickel (English and Philosophy), Jodell Raymond (Workforce Development), Jessica Strollo (ESOL/Transitional Studies)

From AFT: Public Service Loan Forgiveness

Here's why it is critical that you apply for PSLF before the end of 2023:

The AFT settled a landmark court case in October 2021 that set in motion significant, but temporary, changes to the eligibility requirements for Public Service Loan Forgiveness. Since that time, we have heard from hundreds of members who have had their entire loan balances wiped away thanks to our union's efforts.

If you have student debt and, like most AFT members, work for a public employer or nonprofit organization—regardless of whether you work in education, healthcare or another profession—you could have your entire debt balance forgiven, but YOU MUST APPLY before the end of 2023 to benefit from the temporary PSLF waiver and income-driven repayment readjustment. *This now applies to Parent Plus Loan borrowers, but only for a limited time!*

You *do not* have to have made 120 payments over 10 years to benefit from this temporary waiver right now. Even if you have only made some payments to qualify for PSLF, applying before the end of the year may move you significantly closer to achieving loan forgiveness because you may get additional credit for MORE payments AND for periods of deferment or forbearance that exceed 12 months consecutively or 36 months total. Don't miss out. Apply before the end of 2023 if you want to take advantage of the temporary PSLF waiver and income-driven repayment adjustment.

Here are steps you can take now to make sure you're on the right path:

- Use the U.S. Education Department's [PSLF help tool](#) to start your application right away.
 - Create or log in to your Federal Student Aid account. This is where your federal student loan information is available from the Education Department. The help tool walks you through the necessary steps to apply for Public Service Loan Forgiveness. Create your account or log in [here](#).
 - Fill out the online portion of the PSLF application.
 - Once you've completed the help tool, download and print out the auto-generated form. Have your employer(s) sign page 2. Each employer you are trying to certify will need to sign their own page 2. Then submit the form to MOHELA, using the submission instructions at the top of page 4 on the form.
- Need more information? Attend an AFT virtual student debt clinic for more details about how these programs work and what you can do to qualify. Sign up for an upcoming virtual clinic [here](#).
- Sign up for [Summer](#), the free AFT member benefit that helps you navigate your student loans. Summer provides information and additional support to help you navigate applying for PSLF and other loan forgiveness options.

AFT Resolution: Condemning Hate and Affirming Freedom of Speech on Campus

WHEREAS, intellectual freedom is foundational to a representative democracy and enshrined in the First Amendment freedoms of speech and expression, conscience and assembly; and

WHEREAS, people cannot truly exercise their rights without the open and robust debate of ideas, free from intimidation, violence and threat of violence; and

WHEREAS, U.S. colleges and universities, both two-year and four-year, are central to the development and promotion of intellectual freedom and should be sites of free and open debate, where difficult—sometimes painful—topics and opposing ideas should be discussed, challenged and debated in ways that respect diversity of thought and the dignity and humanity of all; and

WHEREAS, to secure this freedom of thought and expression, institutions of higher education have an obligation to ensure environments where students, staff and faculty are free to engage in these exchanges without facing intimidation or racially, politically or religiously motivated attacks and threats of violence; and

WHEREAS, faculty, staff and students have both rights and obligations in the exercise of intellectual freedom, including the responsibility to exercise their freedoms in ways that respect the rights of those with whom they disagree; and

WHEREAS, higher education as a site of free speech and protest is even more essential and necessary during times of unrest and uncertainty; and

WHEREAS, misinformation campaigns and legislative attacks are used to stoke the culture wars on campus and continue a cycle of hate and bigotry that has resulted in an increase in racism, antisemitism, Islamophobia and anti-LGBTQIA+ hate on campus; and

WHEREAS, the violence, threats of violence and intimidation we recently have seen on campuses create an environment that puts students, faculty, staff and other members of the campus community at risk, making it an environment where freedoms are undermined, our country further divided, and our democracy further eroded; and

WHEREAS, students, faculty, staff and other members of campus communities have been subject to social media attacks, doxing campaigns and death threats; and

WHEREAS, faculty and staff have faced discipline, pressure to resign, and termination as a result of exercising their academic freedom in the classroom and their right to engage in protest and speak out:

RESOLVED, that the American Federation of Teachers will continue to condemn hate in all its forms, affirm the dignity and humanity of all, and promote intellectual freedom and First Amendment freedoms as foundations of our democracy; and

RESOLVED, that the AFT will continue to fight hatred, racism, antisemitism, Islamophobia and anti-LGBTQIA+ hate and will vigorously defend the free speech rights of higher education students, faculty and the community, including the rights to peacefully assemble and protest, as well as defend our members who face discipline or termination of employment as a result of their protected speech or their participation in lawful protests on campus; and

RESOLVED, that the AFT will call on college and university administrations to respect academic freedom and debates on campus; to condemn hate and racially, politically and religiously motivated attacks; and to ensure the safety of all members—whether teaching, working or learning—of the campus community; and

RESOLVED, that the AFT will provide sample resolutions, workshops and guidance to our locals and state federations to support this work at the campus level.

Approved by AFT Executive Council, November 9, 2023

Discounted Tickets for NYSUT Members:

Rochester Knighthawks

The Rochester Knighthawks are offering discounted tickets for NYSUT members and their families to their home opener on Saturday, December 2nd at 7pm! The Knighthawks take on the Calgary Roughnecks as part of Western Night. In honor of the first-ever Western Knight in Rochester, the first 1,000 fans will receive a Knighthawks-branded cowboy boot pint glass while everyone in attendance will take home a 2023-24 magnet schedule, courtesy of Nissan.

Tickets start at \$15 and are only available online [BUY TICKETS HERE](#). **Promo Code – UNION**

If you have any questions, please call the Front Office at 585-454-5335, or email member services at memberservices@bluecrossarena.com



Comedy @ the Carlson

For the first time, we're pleased to offer discounted tickets for NYSUT members at three upcoming comedy shows at Comedy @ The Carlson.

NYSUT members can purchase up to two tickets at \$5 each plus \$1.40 ticketing fee for these Thursday night shows:

- Rich Aronovitch on Nov 30th
- Mike Dambra on Dec 7th
- Chris Alan on Dec 14th

Purchase tickets [HERE](#) and choose your Thursday night show.

- Enter promocode: 111111
- Purchase up to 2 tickets
- This is only available for online purchases.

Email Contact@carlsoncomedy.com with any questions.

Being ready for the holidays can mean a lot of different things:

- Gifts for your loved ones
- Appliances for your home
- Confirming travel plans
- Entertainment for the kids
- Food delivery in case of inclement weather
- Savings set aside for unexpected expenses

NYSUT Member Benefits offers dozens of endorsed programs and services that could help you as prepared as possible for whatever the holiday season may throw at you.

No matter what your plans may be this holiday season, NYSUT Member Benefits is a great place to start. With a number of shopping, travel and discount programs, you are certain to find something of interest that could benefit you or your loved ones.

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 products, 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.

Member Benefits also endorses life insurance programs, auto & home insurance, dental & vision plans, legal & financial services, and other programs to help protect yourself and those you care about most.

Participating in Member Benefits-endorsed programs also offers the added protection of having a trusted advocate on their side. Member Benefits staff take great pride in stepping in to support members with any questions, concerns, or issues that may arise.

Explore all that 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. Nov./Dec. 2023