

PAnorama



THE AWARD-WINNING NEWSLETTER
MOHAWK VALLEY COMMUNITY COLLEGE PROFESSIONAL ASSOCIATION
"UNITED FOR EXCELLENCE IN EDUCATION"



PA Planning and Education Continue at Alex Bay and Community College Conferences

Four PA members attend NYSUT Leadership Conference

by Dan Ianno

Four MVCC PA members attended the NYSUT Utica Regional Office 2005 Fall Leadership Conference held in Alex Bay from October 14-16.

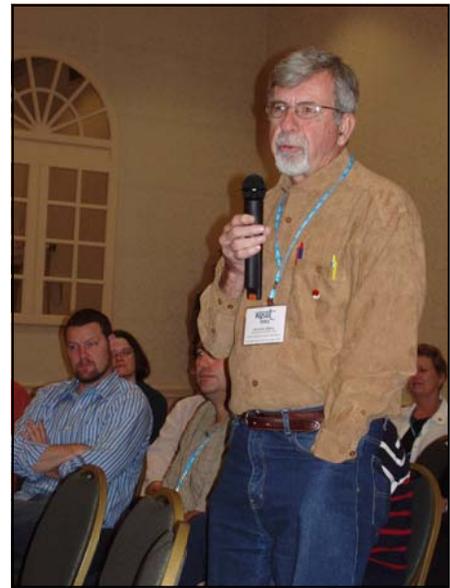
Mike Donaruma, Paul Halko, Gene Militello, and Dan Ianno participated in several workshops throughout the weekend, including sessions on Team Building, Legal Issues, Health Insurance and Plan Design, 403(b) Accounts, and Establishing Effective Committees. Paul Halko, as Chair of the Benefits Fund,

found the session on health plans especially helpful.

Although all workshops were informative, the group was also able to interact with fellow NYSUT members and staff to discuss a wide range of issues affecting other unions throughout the area.

Throughout the weekend a fundraiser was held in support of "Making Strides Against Breast Cancer." In order to

continued on p. 6



Mike Sewall gives commentary during the CC Conference contract exchange while Jed Kimball and David Hoffman listen.

Contents

NYSUT conferences	1
CC Conference report	2
Internal Communications	3
General membership meeting	4
New member profile	5
PA Scholarship	5
Grievance update	6
Political outreach	6
Labor film at UC	8
UW Campaign kickoff	8
Endorsements	10

CC Conference at a glance

This year's Community College Conference theme was "Controlling the Balance of Power—Locally and Globally."

Charles Kernaghan, Executive Director of the National Labor Committee for Worker and Human Rights, demonstrated the unequal balance of employer/employee power in his keynote address on Wal-Mart manufacturing practices.

While the workshops had more local and practical applications, they also had global implications. Saturday's workshops included

- Collective Bargaining Basics
- How Mediators and Arbitrators Think

continued on p. 3

Confessions of a 1st timer

by Jedediah Kimball



“Always speak the truth—think before you speak—and write it down afterwards.”
-Red Queen

Kevin Peterman, from Suffolk Community College, and Norma Chrisman prepare for their presentation on “Communicating with Members Using Technology.”



It was recently my pleasure to join the PA, along with Norma Chrisman, Marie Czarnecki, Julie Dewan, Alison Doughtie, David Hoffman, Anne Ichihana, Bill Perrotti, Mike Sewall, and Jim Vitale at the 2005 NYSUT Community College Conference in Saratoga, NY, from October 14-16. It was, as they say, educational.

Now it occurs to me that you might ask who, dear God, are “they”? Well to let you know, “they” are those who decide to dictate the constructs of modern language, or that is what they told me to tell you, dear reader. Now as for my opinion of the conference, I will with hold that

to the end so as to attempt to force you to read through the entirety of the pseudo-pointless walkabout.

The start of the festivities, or should I say events/workshops, was a social hour and dinner. The keynote speaker, Charles Kernaughan, Executive Director of the National Labor Committee for Worker and Human Rights, horrified us with tales of Wal-Mart’s manufacturing secrets and effectively made our appetites diminish if not convince each of us to never set foot in the largest of the “*superstores*.” I would add, dear reader, that I was quite near nausea by the time dinner was served; his speech, sprinkled with accounts of deplorable working conditions and

treatment of employees, was quite moving. Yet it is my pleasure to inform you that the great quality of our meal quickly brought each of us back to a proper satiated state by the time desert arrived. The weight of this food provided a nice blanket for the night’s slumbers.

It was a bitter tragedy that our fearless leader, Ellis Searles, was unable to attend the conference or to accompany us First Timers to our introductory breakfast at 7:30 a.m. on Saturday. If anyone would like a ten minute run down on the US history of labor unions at 7:30 a.m., please note that my office

continued on p. 9

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Ellen Schuler Mauk (front, left) from Suffolk Community College and Brian Bennett from NYSUT field contract questions during the Community College Conference as PA members Jed Kimball and David Hoffman look on.



Internal Communications—We get around

If you're reading *PAnorama*, you're already familiar with one outlet for one of the Internal Communication Committee's (ICC) main responsibilities: keeping the membership informed. *PAnorama*, however, is only one of the ways in which the Committee shares activities and items of interest with the members of the PA.

Perhaps you've taken a look at our award-winning PA website (<http://www.mvccpa.org>). The information on this site, maintained by webmaster Norma Chrisman, is phenomenal. Not only can you find new and archived copies of *PAnorama*, you can also locate the PA calendar, a list of PA reps and officers, our contract, benefits information, community events, political endorsements, archived photos, membership surveys, among other things. Most recently, Norma has added a search engine within the site and e-mail links to reps and officers.

But maybe life is so demanding that you haven't had the opportunity to check the ins and outs of our website or *PAnorama*. Perhaps, though, you have noticed one of the three PA bulletin boards around campus. ICC member Anne Ichihana has been quietly and efficiently updating the bulletin boards with visual evidence of the latest PA activities.

Have you noticed one of the PA Scholarship posters on one of those bulletin boards or posted in the halls? Internal Communications is also responsible for the nuts and bolts of the PA Scholarship. Bob Musante, a new ICC member, has been happily hanging posters for the scholarship and distributing extra brochures and applications around campus. PA member Cathy Hardy has also helped in updating and printing the brochures. Once the applications are in (which happens at the busiest time of the semester—December 1), all of the Committee members (Bob Clarke,

Mary Ellen Evans, Christi Harrington, Anne Ichihana, Ron Miller, Bob Musante, George Searles, Jim Vitale, Sharon Zhone, and George Zook) will review the applications and vote on the winner.

The ICC also comes together in the spring to tally votes after the PA election. But before the votes are counted, the ICC asks for nominations and creates a tentative ballot, to which members can add or delete names at the spring general membership meeting. Once the ballots are finalized and votes are cast, the Committee presents the results to the Executive Board for final approval.

These are the typical duties of the Internal Communications Committee; but from time to time, the Committee is also called upon "to mobilize member support during negotiations," as is stated in our by-laws.

Quick view of the CC Conference

continued from p. 1

- The Union's Approach to Disruptive Students
- Strategies for Bargaining the Balance of Power (Faculty Governance and the Role of the Union)
- Collective Bargaining Simulation
- Labor-Management Forums
- Health and Safety in Higher Education
- Communicating with Members Using Technology
- Non-Traditional Approaches to Bargaining
- Sexual Harassment
- New Issues in Distance Education.

On Sunday, there was a plenary session in which locals exchanged contracts and Ellen Schuler Mauk (President of the

Faculty Association of Suffolk Community College), Brian Bennett (NYSUT Assistant in Research and Educational Services), and Neil Foley (NYSUT Associate in Research and Educational Services) moderated a discussion of various contractual issues and language at different NYSUT and NEA locals.

Negotiations and political outreach covered in General Membership Meeting on October 25



Sam Drogo informs the membership of the latest in negotiations.



Clockwise from top: Lew Kahler, Randy Webster, a hidden Angelo Lattuca, Tom Capraro, Colleen Bolton, Steve Getchell, and Anne Stepanick review the PA minutes.



Mike Sewall explains the endorsement process while Marie Czarnecki and Mike Donaruma take copious notes and Ellis Gage Searles listens.



Bob Musante asks for clarification.

Negotiations Now

■ Please refer to the General Membership minutes for the latest information on negotiations.

Member Services

New Member Profile: Rebecca Cooper

by George Searles

The PA welcomes Rebecca Cooper, MVCC's new Coordinator of Services for International Students.

Rebecca's academic credentials are from Ball State University in Muncie, Indiana: a BS in Psychology and an MA in Student Affairs Administration in Higher Education.

She became interested in assisting international students after forming friendships with Ball State classmates from abroad, and while serving as a graduate assistant in the university's Cen-

ter for International Programs.

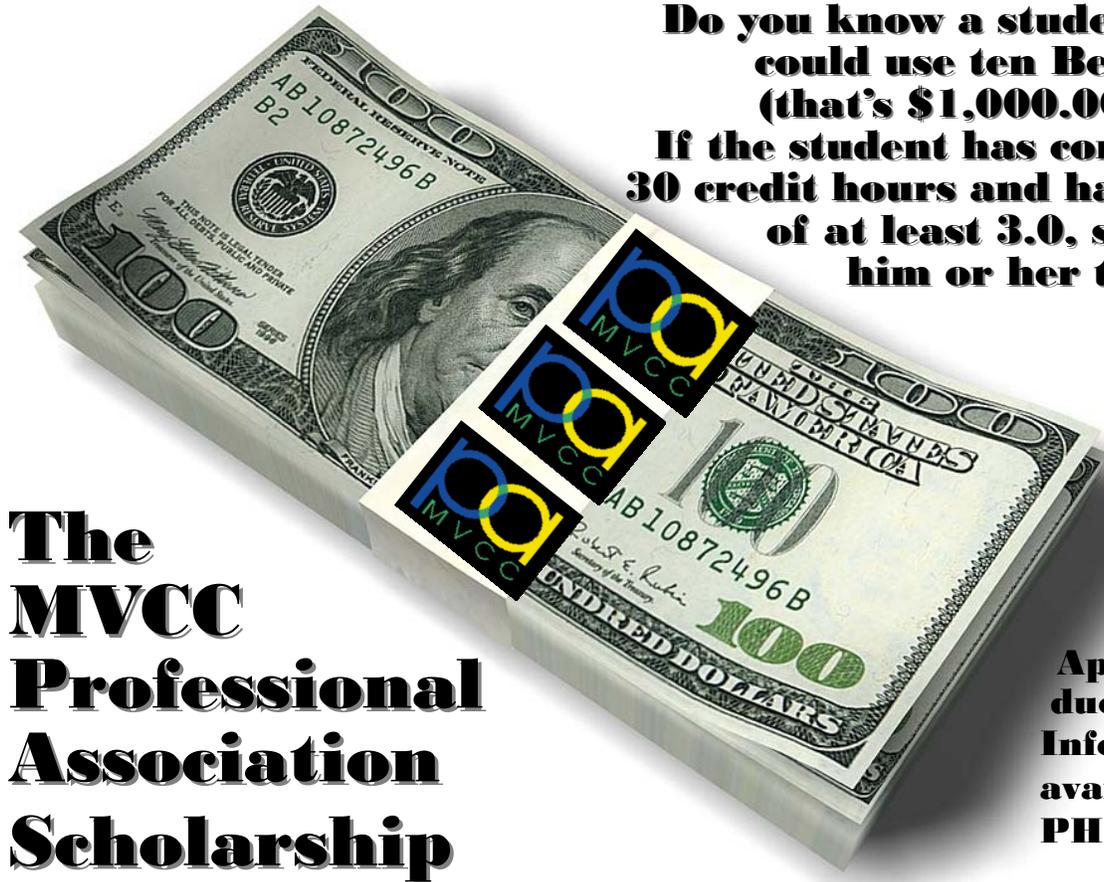
Her commitment to this field is reinforced by her belief that "helping people from other countries integrate into our campus culture and larger society is a win/win proposition; they benefit, but their presence enhances us as well."

Rebecca's leisure-time interests include music: "any kind, as long as it's good."

She lives in New Hartford with her sons Sylas, 3, and Jaxon, 5.



Do you know a student who could use ten Bens (that's \$1,000.00)? If the student has completed 30 credit hours and has a GPA of at least 3.0, send him or her to us!



The MVCC Professional Association Scholarship

Applications due Dec. 1st. Information available in PH366.

Grievance Committee

Grievance update

by Dawson McDermott



The following is a list of the most current grievance issues:

- An arbitration decision regarding the termination of a bargaining unit member and whether the College had the right to terminate has been decided. According to the arbiter, the College had the right to terminate the bargaining unit member.
- The College is appealing an arbiter's decision to provide the bargaining unit member information regarding academic complaints to properly defend him/herself as well as the decision to pay the bargaining unit member back pay.
- Two arbitrations coming up regarding a bargaining unit member being directed by the College to take over all duties of an academic department head.
- One arbitration regarding the College's practice with promotions. A bargaining unit member was recommended for promotion from Level One to Level Two by the Promotions Committee, their Department Head and the Vice-President of Instruction. The individual was denied promotion by the College.
- One grievance at the Step One level regarding how membership is determined in college-wide appointed committees. Committee membership is important for bargaining unit members regarding promotion.

Endorsements...

We couldn't have done it without you

The PA would like to thank the following people for their help during the endorsement process:

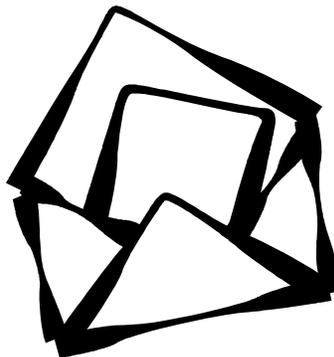
Mike Sewall organized the candidate screenings and conducted them along with committee members **Paul Andrews, Dan Ianno, Jed Kimball, Bill Perrotti, and Lorie Phillips.**

Marie Czarnecki handled correspondence, mail merged, and purchased envelopes, labels, and postage.

George Zook designed postcards and advertisements to announce the candidates and logo stickers for their information packets.

Norma Chrisman put the announcement on our webpage, worked with the NYSUT database, and prepared the postcards for mailing.

Mike Donaruma wrote the checks and balanced the VOTE COPE books.



Anne Ichihana took care of the bulletin boards.

Alison Doughtie featured the endorsements process in *PAnorama*.

Alex Bay conference

continued from p.1

raise money to fight Breast Cancer, a silent auction and raffle were held, where over \$13,500 was donated by the end of the weekend. The PA donated a microwave oven for the raffle, and Community Outreach Chair Steve Getchell sold a good number of tickets on campus in the weeks leading up to the conference.

Political Outreach

1, 852 Stamps and postcards!

Colleen Bolton, Norma Chrisman, Deb Cornish, Marie Czarnecki, Anne Ichihana, Jed Kimball, Bob Musante, Lorie Phillips, Ellis Gage Searles, Mike Sewall, and Anne Stepanick put their stamp sticking skills to the test when they prepared the 1,852 postcards that have been sent to the NYSUT members in the districts of legislators endorsed by the PA.



Bottom left: Deb Cornish and Anne Stepanick. Top left: Jed Kimball (attacking a roll of stamps), Anne Ichihana, Colleen Bolton, and Lorie Phillips. Above: Marie Czarnecki, Norma Chrisman, Bob Musante, and Anne Stepanick. Below: Jim Smrtic displays his stamping style.



Norma Chrisman and Bob Musante open stamp packages



Marie Czarnecki, Mike Sewall, and Norma Chrisman busy at work.

Community Outreach

“Citizens’ release” film at Utica College

The Central New York Labor Council is lending its support to UFCW and the Teamsters’ grassroots campaign to change Wal-Mart practices.

To that end, there will be a “citizens’ release” on Thursday, November 17, of Robert Greenwald’s new documentary, *Wal-Mart: The High Cost of Low Price*, at 6:30 and 8:30 p.m. in MacFarlane Auditorium, DePerno Hall, Utica College. Admission is

free, but DVDs will be on sale for \$10 each. This documentary will not be seen in movie houses.

This film is a powerful, emotional, and entertaining portrayal of Wal-Mart’s attacks on workers rights, including the right to organize. If the reports on Charles Kernaghan’s keynote speech at the Community College Conference intrigued you, please take advantage of this opportunity.



Speakers bring home the message of charitable giving

Mike Donaruma, Alison Doughtie, and Bill Perrotti represented the PA team at the 2005 AFL-CIO Central New York Labor Council’s 2005 Workplace Charitable Giving Campaign Kickoff held on September 22 at the Holiday Inn in the Utica Business Park. Stories of personal experience, community need, and members’ commitment to the goals of



unionism provided the framework for the evening’s presentations.

NYSUT’s Fred Monaco and SEFA’s Cindy Fagan, who donned a New York Yankees hat and shirt to make her point, emphasized union members’ commitment and obligation to supporting charitable organizations in our community because that is our responsibility, as stated in the AFL-CIO Constitution, and because we, as a team of union representatives, hope to make a difference in the lives of those around us.

Debra Hagenbuch, AFL-CIO Labor Liaison, brought home the need for programs such as those offered by the United Way with reports of families within Oneida county struggling

to pay for fuel and other necessities. Father Drobin offered stories of his own experiences as a beneficiary of United Way programs, of the variety of programs that fall under the umbrella of the United Way, and of more recent successes of the United Way.

This year, the PA, along with the Association of Mohawk Valley Administrators and the United Public Service Employees Union are co-sponsoring MVCC’s United Way campaign. Unlike previous monetary goals, full participation from the MVCC community is this year’s focus.

Donations may be made either to the general fund or may be earmarked for specific programs. Please join the team and participate.

Political Outreach

Vote YES on ballot propositions

From the *NYSUT Leader*:

Two important items will be on statewide ballots Nov. 8—a constitutional amendment to change the state budget process and a \$2.9 billion transportation bond act. NYSUT supports both efforts.

The amendment would help clarify and bolster the Legislature's role in the state budget

process. Two court decisions in recent years have weakened the Legislature's influence in adopting the state budget, in effect, making it difficult for it to negotiate funding for important programs like education and health care.

"The constitutional amendment shifts some power back to the Legislature," said NYSUT Executive Vice President Alan

Lubin. "It restores the balance of power."



Bond act—

NYSUT and the AFL-CIO are supporting the \$2.9 billion transportation bond act. Said Lubin, "It will help repair and rebuild the state's aging infrastructure and provide good paying union jobs for many of our brothers and sisters in labor."

Confessions

continued from p. 2

is open for your enlightenment. I cannot promise to be as thorough or well versed as Anne D'Orazio, President of Westchester Community College Federation of Teachers, but I'll try my best to entertain.

Soon after breakfast, we were all whisked off to our respective workshops. Later, in sharing individual experiences with other attendees, I learned that valuable information was exchanged and will be included in our unit's effort to provide the best representation we can ex-

pect from the PA. Highlights included a presentation by our own Norma Chrisman on communicating to members using the different types of technology. One can see how great of an advantage our PA website is to us all as an effective tool of communication.

The evening brought an opportunity for all to relax and share the day's events. A few miracles came to pass that eve, such as both sides of the political spectrum coming together to dance the can-can. In short, a cross campus friendship was shared by all.

Honestly, who remembers breakfast on Sunday? If you do, please insert your comments here:

In summation, I think the strongest message I brought from this conference was the overwhelming feeling of how united in purpose and support the Community Colleges of NYSUT are. It is easy to see that the members of each unit want to support and encourage all other members within the NYSUT community.

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10/05

USE THIS AD IN OCTOBER



*The Professional Association has endorsed
these candidates for the
Oneida County Board of Legislators.
**Please support them on
Election Day, November 8th!***

Oneida County Board of Legislators

District 2	William B. Croll (R)
District 5	Michael B. Waterman (R)
District 8	Richard A. Flisnik (R)
District 16	Brian D. Miller (R)
District 21	Edward P. Welsh (R)
District 22	Harry A. Hertline (D)
District 23	Rose Ann Convertino (D)
District 24	Emil R. Paparella (R)
District 26	Daniel N. LaBella (D)
District 28	David J. Wood (R)

