

PAnorama

UNITED FOR EXCELLENCE IN EDUCATION

MVCC Professional Association Newsletter • Volume XVIII • No. 10 • October 2016

Don't leave it all up to "Sally"



(Get out and vote!)

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PAnorama's Editorial Policy

PAnorama is the voice of our local. In addition to the PA website (www.mvccpa.org), email, and bulletin boards, PAnorama is a principal vehicle for bringing you, on a regular basis, information on the views and activities of our members.

We welcome articles by, for, and about PA members on union-related issues and concerns as reflected in NYSUT and AFT activities as well as in the purpose and functions of the PA's standing committees: Community Outreach, Education & Training, Grievance, Internal Communications, Member Services, Negotiations, Political Action, and Research and Records.

All submissions are subject to the review and acceptance of the Editor and/or Internal Communications Committee. We do not accept articles that make personal attacks and we reserve the right to edit articles for length. We look forward to hearing from you.

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PrezDesk By Norma Chrisman

The Fifteenth Amendment of the United States Constitution states that *"The right of citizens of the United States to vote shall not be denied or abridged by the United States or by any state on account of race, color, or previous condition of servitude."* Furthermore, the Nineteenth Amendment states that *"The right of citizens of the United States to vote shall not be denied or abridged by the United States or by any State on account of sex."*

I won't get on my soapbox and tell you who I think you should vote for as that is not my place to do so. You are well educated and informed people who are more than capable of deciding who you want to vote for. Some vote along their "party lines" while others vote on preference of one candidate over the other. Regardless of which method you use when voting, you are still exercising your right to vote.

While the election "season" brings out the mud-slinging, it tends to become something akin to defending your favorite sporting team. Your favorite team always has that one rival. You always have the facts regarding why you root for the "better" team. Politics tends to be much the same. Regardless of how bad your team/candidate may be doing, you always find some quality that you hold in high regards for them. I may not agree with everything they do or say, but in the end they are "my team/candidate."

During many recent elections, and in particular the upcoming election, I have heard many people say that

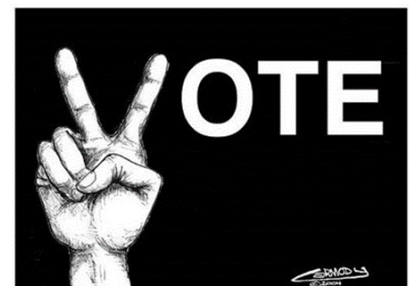
they do not intend on voting as they do not like any candidate.

Voting for one candidate over any other doesn't mean that you truly like that candidate any better. It just means that you may dislike that candidate less than the other.



Our forefathers felt it was our right to be able to choose and vote for the candidate of our choice. Not voting implies that you do not care about that right nor do you care how the elected candidate chooses to represent you. President Franklin D Roosevelt is quoted as saying "Nobody will ever deprive the American people of the right to vote except the American people themselves and the only way they could do this is by not voting."

Don't leave it all up to "Sally," please, do your part and get out and vote!



NEW MEMBER PROFILE: MAIMUN KHAN

By George Searles

Good news—Maimun's back!

The Professional Association has certainly missed Maimun during her absence, and we're happy to salute her as a "new" member.

Maimun was originally hired in 2000, serving as a counselor until 2012 when she was reassigned to the Career & Student Employment office, where she excelled until 2015. After a year away from MVCC, she returned as a completion coach this past August.



She told *PAnorama* that she's enjoying her current position, which involves assisting students as they learn to successfully negotiate the various challenges of college life.

"Find the work you love and you'll never work again," Maimun said. "Coaching our students to build the lives they want is what I have most loved since 2000 and I am so glad and honored to be back doing it again with all the amazing faculty and staff at MVCC," she added.

Originally from Toledo, Ohio, she moved to Utica with her family when she was in elementary school and later graduated from New Hartford High School. Her bachelor's degree is from George Washington University and she earned a master's in counseling from Boston University.

Early in her career she honed her skills while working for the Neighborhood Center of Utica and at the Presbyterian Home in New Hartford.

She says she's "never bored." No wonder! In addition to serving on the United Way Board of Directors, she involves herself in local politics, volunteers at

area nursing homes, and teaches craft classes at Signature 81, a handcrafted goods and recycled craft supplies store and exhibit space on College Street in Clinton.

Welcome back, Maimun!

Community Outreach— It's what we do!

This year's NYSUT Utica / Syracuse Regional Offices "**Making Strides**" against Breast Cancer campaign will be held on October 28th – 30th. We are proud to be part of this campaign. To purchase tickets please contact Norma Chrisman or a PA Outreach member at <http://www.mvccpa.org/main/ldrship-committees.cfm>

Our **New Member Celebration** will be held on November 10th from 4:00 – 6:00 PM. This is when we welcome new members to our group. We ask that you come have fun, and if you would like to bring a toy for "**Toys for Tots**." The toys for tots box will be available until mid-December and will be located in Gail Warchol's office (AB154).

This year's **Coat Drive** boxes will be placed on PH 3rd floor, Gail Warchol's AB154 and Rome Student Services Office. We will accept coats, mittens, gloves, scarfs, sweaters, hats and boots.

Our next Labor Film will be held on 11/15. We will be showing **Silkwood**. Bill Perrotti will do an introduction of the film and explain why labor unions are important. For more information go to <https://www.mvcc.edu/facilities-use-event-planning/office-of-events-and-facility-use>

Grievance Committee Update

By Dawson McDermott

Greetings, fellow bargaining unit members (aka known as BUMs). The fall semester is upon us and another year has gone by. For those of you who don't know me I am Dawson McDermott. I am the chairperson for your Grievance Team. I have been on the team since fall of 2003 and became the chair in December of the same year. I also serve on the Negotiations Team as well for the two contracts and the current one in negotiations. I would like to take a bit of your time to explain my role and introduce to you the Grievance Team. I appreciate your sticking around.

One role of the Grievance Team is to basically enforce the contract in situations where there may violations of the collective bargaining agreement (CBA). Article 15 is the article that allows for the filing of grievances. You may be asking yourself, "what is a grievance?" As it pertains to our CBA, it is an event/situation/etc. that is a misapplication, misinterpretation, or discriminatory application of a specific term, condition, or provision of the CBA. Lots of big, vague words.

A second role of the Grievance Team is to represent you if you are directed to meet with the Administration regarding an issue. Bargaining unit members have the right to request representation from the PA. The administration typically is good about informing a bargaining unit member of this right. But when in doubt feel free to request representation.

A third role of the Grievance Team (typically the chairperson) is to be on the Negotiations Team. Grievance team members typically have lots of experience using the CBA so language that is negotiated needs careful review, history of language, etc. to move forward in settling negotiations. Some of the arbitration history is important in framing language, understanding issues, and avoiding possible future abuses in proposed language.

The best advice I can give regarding whether a situation is a grievance or if you have a question about the contract is to speak to a member of the grievance committee. Grievances tend to be situational and in some instances, management may be within their right regarding some action/event. The decision to grieve re-

quires research, discussion, etc. among the team, our NYSUT representative (our Labor Relations Specialist is Jim Henck), and President. There is a long rich history with the PA and the Administration so being aware of the history, the CBA, and application of both is critical. As a bargaining unit member you have the right to ask any member of this team about a situation and your rights within the CBA. ALWAYS exercise that right when in doubt.

This year I have three brand new members on the Grievance Team:

Carla Zupancic:
Payne Hall 117;
ext. 5590;
czupancic@mvcc.edu



Michelle Kelly:
Jorgenson Complex 111;
ext. 5425;
mkelly@mvcc.edu

No Photo
Available

Shahida Dar:
Academic Building 254;
ext. 5633;
sdar@mvcc.edu



Carrying over from last year:

Dawson McDermott:
Payne Hall 105;
ext. 5819;
dmcdermott@mvcc.edu



Patti Antanavige:
Payne Hall 115;
ext. 5583;
pantanvige@mvcc.edu



44th Annual NYSUT Representative Assembly

April 8-9 2016, Rochester, NY

By Jim Roberts, 2nd VP



P.A. President Norma Chrisman, Political Outreach Chair, Justin Rahn, and I attended the 44th Annual Representative Assembly in Rochester, in April. Perhaps the biggest news item to come out of the weekend was presidential nominee, Hillary Clinton's surprise appearance at the assembly Saturday night.

Due to Clinton's appearance, committee work was rushed Friday afternoon to accommodate the lengthy TSA-style security checkpoints all delegates had to pass through before entering the conference center. Nevertheless, more than thirty resolutions were passed ranging from educational issues, workplace safety, and collective bargaining rights.

The primary focus of the Legislative/Political and Educational Issues Committees was, of course, high-stakes testing, APPR, and receivership in K-12. NYSUT continues to oppose the overt dismantling and privatization of public schools.

I was particularly impressed by the members of the "Stronger Together Caucus" who spoke out strongly against the "data-obsessed, test-driven education reform." You can visit their website: <http://stcaucus.weebly.com/>.

Here are some highlights from the resolutions passed at assembly:

Resolution # 11– "The Failure of APPR."

From resolution 11: "RESOLVED, that NYSUT will strongly advocate to have the scores of all those teachers previously receiving a composite APPR evaluation rating of "Ineffective" or "Developing" be expunged."



Resolution # 17 – Repeal New York State's Draconian Receivership Law and Defend Collective Bargaining Rights as Enshrined in New York State Law

Resolution # 19 – Replace the NYS Education Transformation Act of 2015

For the full list of resolutions and additional information, visit:

<http://www.nysut.org/resources/special-resources-sites/representative-assembly/resolutions>

The biggest "take-away" from the assembly: We have much work to do if we want to protect professional teacher autonomy and public schools New York State.

The 2017 NYSUT representative assembly is in New York City, April 7-9. I am currently campaigning with former CNY Political Action Coordinator Jamie McNair, to achieve 100% attendance from NYSUT Locals in the Central New York Region.



Labor News

Here is an update of labor-related news from the local, state, and national levels

For MVCCPA Members:

2016-2017 Ajar Period

In accordance with Article 11.7 of the collective bargaining agreement, of the five days of paid leave provided in said Article. For the 2016-2017 academic year the five days of paid leave will be December 23, 27, 28, 29, 30, 2016. These dates were approved by the MVCC Board of Trustees on August 17, 2015.

AFL-CIO Central New York Labor Council Endorses Candidates

| | | |
|-----------------------------------|----------------------------------------------------------|-------------------------------------|
| President (D) | | Hillary Clinton |
| Congress | NY 22 nd District | Kim Myers (D) |
| NYS Senate (R) | 47 th District 51 st District | Joe Griffo (R) James Seward |
| (R) | 53 rd District | Dave Valesky |
| NYS Assembly (D) | 118 th District 119 th District | Marc Butler (R) Anthony Brindisi |
| | 121 st District | Bill Magee (D) |
| NYS Supreme Court (R) | | Ted Limpert (D) Deb Karalunas |
| Oneida County Family Court (R) | | Randall Caldwell Joan Shkane (D) |

National Labor Relations Board rules graduate assistants at private universities may legally form unions

NYSUT, AFT, and Cornell Graduate Students United, the union for graduate workers at Cornell University, were encouraged this week by the decision of the National Labor Relations Board to formally recognize private sector graduate students as employees under federal labor law.

"NYSUT applauds the board's decision and is proud that graduate workers at Cornell now have one less hurdle to be recognized for the labor they undertake every day," said NYSUT President Karen Magee. "Grad students at private schools across New York State are coming together so their voices can be heard, and we're behind them every step of the way." (From NYSUT Member Briefing)



HALLOWEEN FOOD DRIVE & HARVEST PARTY



The MVCC PA Outreach Committee is seeking:

- ⦿ NON-PERISHABLE FOOD ITEMS & CANDY
- ⦿ Volunteers

Harvest Party: Thursday, Oct 27 from 4:00-6:00pm

Where: The Rome Rescue Mission

Food Donations may be dropped off at CCED (AB 154)

Questions? Contact Gail Warchol or Carolyn DeJohn

Sponsored by:

