



Voluntary COVID Testing Agreement Signed

On December 1st, PA President Chrisman signed an agreement with the college related to the voluntary COVID testing of faculty and staff. The other bargaining units on campus signed similar agreements.

Memorandum of Understanding
Between
Mohawk Valley Community College
and
Mohawk Valley Community College Professional Association

Regarding Voluntary COVID-19 Testing of Employees

Due to the unprecedented public health crisis presented by the COVID-19 pandemic and the critical need to identify and control the spread of COVID-19 infections on campus, and in the best interest of the entire campus community, Mohawk Valley Community College and the MVCC Professional Association (hereinafter referred to as the "PA") hereby agree to the following:

1. Effective immediately and continuing through December 31, 2020, MVCC will provide voluntary testing to all employees up to a maximum of 75 tests per week on a first come, first served basis.
2. Testing of MVCC employees shall be conducted utilizing self-administered saliva tests, short swab rapid tests, or other short swab tests selected by the campus.
3. Procedures must ensure that:
 - The identity of the individual employees volunteering for testing each week remains confidential and is only accessible on a need to know basis.
 - The testing is conducted in a manner which protects the privacy of the employee being tested to the extent possible.
 - The identity of any individual employees who test positive remains confidential to the extent possible.
4. Employees who volunteer for testing shall be tested during their regular work hours at a time designated by MVCC. The testing shall be conducted without cost to the employee.
5. Test results shall not be retained by the campus any longer than is necessary to comply with public health requirements associated with the COVID-19 pandemic or used for any purpose other than compliance with such public health requirements.
6. Employees who are quarantined or isolated following a positive test at public health, medical or MVCC direction shall be allowed to telecommute to the greatest extent possible. If telecommuting is not possible, the employee shall be permitted to use applicable statutory leaves in accordance with state and federal law and leave accruals as contractually appropriate.

Another agreement will be signed, after the new year, once more information is received from SUNY related to COVID testing.

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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 of 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, 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.

PUBLISHER

MVCC Professional Association

PRESIDENT

Norma Chrisman

INTERNAL COMMUNICATIONS CHAIR

Robin Saxe

EDITION

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WEBSITE

www.mvccpa.org

Prez Desk

In the crazy times that we live in now, we complete the tasks related to our jobs, interact as best as we can with our friends and family and try to remain safe and healthy. While many of us are typically very involved in helping others out in our communities, COVID has certainly put a damper on doing much of it.

As I had emailed to the membership during the Thanksgiving break, the MVCCPA Executive Board approved donations to the Rescue Mission of Utica, Rescue Mission of Rome and the displaced workers of Remington Arms Employees (UMWA). The donation that we made to the UMWA was made possible by allocating a portion of the unused funds that are dedicated to social gatherings. The monetary donation that we made to our UMWA brothers and sisters will be used to purchase toys and gift cards for the families to try and give them a tiny bit of normalcy.

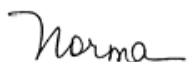
The UMWA workers lost their health and pension benefits, even though it was in their negotiated contract, when their employer abruptly closed the doors and decided to no longer honor their contract. While another employer is in the process of obtaining the proper licenses, employees are without a job and not guaranteed to be hired by the new employer. Although some of the employees were able to obtain unemployment insurance benefits, some were delayed over a month while others have yet to collect anything, even while connecting with their state/federal representative.

Recently, I was pleased to take part in the milk distribution for UMWA workers. The gratitude that they showed when handing them a gallon of milk was humbling. Working with other community members, such as members of Garelic Farms (who donated the milk), UFCW Local One, WDI, GCC/IBT Local 1L, and other UMWA displaced workers, we distributed 200 gallons of milk to the workers and another 100 gallons to local food pantries.

Jan Corn, retiree from Remsen Central School, and I helped to organize an informational picket on Clinton Road (the street beside the entrance to The Orchard) in New Hartford in support of our UMWA brothers and sisters. Retirees and active members from the Utica and Syracuse region came to walk in support of the unemployed workers.

If you have the ability to do so, please support a local cause, pay it forward when you are in the drive-thru, send cards to nursing homes or perform any gesture that will help to put a smile on someone's face. The littlest gesture will mean the world to others. Personally, I feel like we need even more of this in the world now.

In Solidarity,



Norma Chrisman

NEW MEMBERS -

Do you know your PA Contract

By Eileen Bush, New Member Chair

Why am I asking you this question?

Because in 2008, I began my journey here at MVCC with no prior experience in Union membership and I did not understand the overall purpose and goals of the Union. And I was definitely not familiar with the jargon that often came up in conversations. At the time I was balancing family (with 3 kids), working on my master's degree, and teaching for the first time in my professional career. I did not have the time, nor did I make the time to read the PA contract. I'm hoping that you will make a better choice, than I did years ago and begin to read your PA contract. I have since read the PA contract, and I have asked questions along the way. My reading of the PA contract (also known as a collective bargaining agreement) was eye opening. Here are just a few things that I discovered through this learning process that I was not previously familiar with as a new Union member at the college:

- 1) The PA (Professional Association) is your sole bargaining agent that represents non-administrative professionals (both teaching and non-teaching) at the college.
- 2) The PA negotiates a contract (collective bargaining agreement) with respect to your wages, health benefits, and hours of work, along with other conditions of employment.
- 3) The PA grievance committee assists you in settling a grievance, which is when a non-administrative professional feels that the college has not followed the agreed upon contract or that an employee disputes disciplinary charges that are filed against them.

Whether this is your first experience with a Union (bargaining agent) or not, being knowledgeable about the contract can help you navigate through your day to day journey here at the college. You can begin to read small sections of the contract (collective bargaining agreement) by going to www.mvccpa.org simply click on "Contracts" and then "Overview."

Finally as the Chair of the New Member Committee, I would also like to welcome the following new members: **Michelle Green** and **Jamel Moyer**. We are delighted that you have joined us and please do not hesitate to ask questions as you become more familiar with the PA contract.



Affiliate #2839



Affiliate #39015

In Memorium

Professor Marsha J White

Basalt, CO - Marsha Jean (Anderson) White passed away peacefully with the sun setting over the Rocky Mountains, surrounded by family, in Glenwood Springs, Colo, on Friday, September 4, 2020.

Marsha's lifelong occupation as a Professor of English started in 1973 at Mohawk Valley Community College in Utica, NY, where she taught for twenty-one years. Her teaching career concluded at Holyoke Community College, in Massachusetts, in 2010 where she took pride teaching underserved students. She is remembered as a tireless single mother, often working multiple jobs while still enjoying the lakes of the Adirondacks and country dances in Amherst.

Marsha's full obituary can be found at :
<https://obituaries.gloucestertimes.com/obituary/marsha-white-1080482919>



Professor Timothy Messick



Timothy Bernard Messick, age 71, died on Oct. 24, 2020, after a short illness. He was born May 21, 1949, to William Earl and Elizabeth Margaret (McDonald) Messick. He attended St John Fisher College in Rochester, New York, and earned a Bachelor of Arts in Spanish, and a New York State Teaching Certificate in 1971. He also attended SUNY Cortland, receiving a Master of Arts in English Literature in 1980.

While at Fisher he met his future wife, Susan Ann Cleary, adopted daughter of Edward William and Irene (Slater) Cleary, whom he married on August 21, 1971, at St. Mary's in Claremont, NH.

Timothy taught English and Spanish at Rome Catholic High School in Rome, New York, 1971-1991, and then at Mohawk Valley Community College in Utica, New York, 1991-2011. A particular professional joy for him was his time, while at RCH, directing musicals with the Red and White Musical Players. He retired and moved to Groton, NY, in 2012, and married Donald R. Hatch, son of Raymond and Pat (Dutcher) Hatch, on November 23, 2013.

A gifted and inspiring teacher, a gentle and patient father, a loving spouse and Grandad (Bop-Bop), he touched the lives of all he met. He filled the world around him with stories, jokes, song, laughter, delicious food, beautiful hand-knit crafts, and above all, love. He was always ready with a hug. He is deeply missed. At this time there will be no calling hours; a future celebration of his life will be announced. Donations may be made in his memory to the Foodbank of the Southern Tier.

Tim's full obituary can be found at:

<https://romesentinel.com/stories/timothy-bernard-messick,106520?fbclid=IwAR3hwJyuvPSdIKRB5p6FxJjMEtTdBbGbuUfZZqxXFVtkBzVv-fRSmiYY-oY>

NYSUT's Women's Committee Meets

By Melissa Barlett, Chair of Education and Training

The NYSUT Women's Committee kicked off another three-year cycle with an online conference program and format that included important issues, camaraderie with my fellow NYSUT women, and even some art!

If you aren't familiar with the NYSUT Committees, there are a number of standing committees for various issues affecting NYSUT members, including ones for Community Colleges, Political Action, Educational Policy, and specific content areas. [The full list can be found here](#). The Women's Committee was made into a standing committee in 2017, and I'm glad to say that I've been at every yearly meeting since then!

The major goals of this committee include highlighting issues such as pay and health care in equities, educating women about the union, involving more women in leadership roles within the union, and encouraging the development of local women's committees. Over the past three years, the committee has created resources for mentoring, highlighted stories of union women, raised funds for women's issues, and created a network of NYSUT sisters to help out wherever we are needed.

This year, since we couldn't gather in person, things were a bit different, but the leadership team put together a [fantastic program](#) including both small group conversations and excellent speakers. Here were a few highlights:

The keynote address by New York State Department of Labor Commissioner Roberta Reardon, and former leader and co-founder of SAG-AFTRA, was a wonderful reminder that women have the same skills to lead as men, and that we should feel confident in using those skills.

Dr. Ariela Zamcheck from UAlbany spoke on Women's Health History, Disparities, Advocacy, and Change. She reminded us that most research in healthcare has excluded women, and that many of the guidelines that exist for even simple things like screening do not include women's unique needs. She provided [this resource](#) to help provide women with the tools to talk to their doctor about what they really need.

We explored intersectionality, which is the idea that everyone has many, overlapping identities, and that some of them are more or less privileged than others. A great resource about [Putting Intersectionality into Practice](#) can be found here.

Finally, we worked together, in our own spaces, to create [collages that expressed our personal strengths](#). It was great to take a small break from my virtual classroom and fill my mental and digital space with the energy of my union sisters, if only for a day!

If you want to catch up with the Women of NYSUT - you can join us [on Facebook](#)!



Shared Responsibility

By Patti Antanavige, Grievance Chair

We have faced unprecedented challenges in both our personal and professional lives with COVID-19. We have never shared so much and so little at the same time all while trying to cope with everyday life. What I really want the membership to understand is that now is a time to be thankful. Thankful for all things great and small in your lives. This includes your membership to the Professional Association. It is because of the dedication of our previous and current brothers and sisters that we have a great union. With new challenges, come new opportunities and now, more than ever, is a time to talk, to share, and to collaborate with the College. And we have been doing just that.

Every new twist and turn related to COVID-19 or not, the College and your Professional Association have been working together to come up with the best possible answers to questions we never knew we would have to answer. It has taken creative problem solving and team work to ensure that our members have had the opportunity to continue to work even when it didn't seem possible. We collectively have tackled evaluations, overload payments, COVID testing, online course development, and so much more all without having to file a formal grievance.

As you wind down for the end of the semester, know that this time of shared responsibility is something I am confident will continue as we face whatever challenges may come.

Current Committee Members:

- Patti Antanavige, Chair
- Sean Davis
- Carolyn DeJohn
- Alex Haines-Stephan
- Brandon Horender
- Kristen Raab

MVCCPA Member Benefits

By Justin Wilcox, Member Benefits Chair

Legal Service Plan

The **Legal Services** provides Plan participants with access to attorneys who will answer legal questions, write letters and review documents relating to personal legal matters.

In addition to the Plan participants, the Plan covers their spouses or domestic partners who are living with the Plan participant; unmarried, dependent children under the age of 19 (or under the age of 25 if the child is wholly dependent upon the Plan participant for support and maintenance and is enrolled as a full-time student).

The initial point of contact for every participant is the toll-free number of the National Legal Office of Feldman, Kramer & Monaco, P.C. (800) 832-5182. If necessary, the National Legal Office will then make referrals to local participating attorneys.

Below please find a summary of the benefits included in the Legal Service Plan:

Legal Service Plan Benefits

Free Telephone Advice and Consultation – Each participant can call a toll-free number for unlimited telephone advice and consultation.

Free Office Consultations – Each year, participants are entitled to three sessions each calendar year concerning any new legal matter with a National Legal Office attorney or a local referral attorney.

Toll-free 24-hour hotline for emergencies

Free Letter Writing – Plan attorneys will write as many legal letters or place as many telephone calls as needed. In matters such as consumer protection and credit resolution, a telephone call from a Plan attorney is often the ideal solution.

Free Document Review – Plan attorneys will review documents such as apartment and automobile leases, promissory notes, retail sales agreements, and other contracts. Up to six pages per document.

Legal Security Package – Participants are entitled to the preparation of a Simple Will, Living Will, Health Care Proxy and Power of Attorney annually without any additional charge. Reciprocal Simple Wills are also prepared at no charge for spouses/domestic partners.

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MVCCPA Member Benefits

Continued from page 6

Legal Security Package – Participants are entitled to the preparation of a Simple Will, Living Will, Health Care Proxy and Power of Attorney annually without any additional charge. Reciprocal Simple Wills are also prepared at no charge for spouses/domestic partners.

Estate Planning Seminars or “Will Days” – Plan attorneys are available to conduct Estate Planning Seminars or sponsor “Will Days” upon request.

Referral Attorneys – These attorneys have contracted to provide legal representation at a rate of \$265 per hour or a 30 percent discount on their usual hourly fee, whichever is lower.

Identity Theft – Plan attorneys can be a tremendous resource in helping to both avoid becoming an identity theft victim and reclaiming one’s identity. This may include advising on the laws governing this crime, the appropriate course of action, and the proper entities to contact to place a fraud alert, and assistance with formulation of the appropriate dispute letters to the agencies and creditors involved.

Foreclosure – Plan attorneys can assist with steps that can be taken to avoid mortgage foreclosure by analyzing the financial situation, reviewing loan documents and discussing options such as lender payment workouts, short sale options and, in some cases, Chapter 13 bankruptcy payment plan alternatives.

Bankruptcy – Plan attorneys can offer advice on alternatives such as creditor “workout” in situations of overwhelming debt, including suspension of interest, budget review and, in extreme circumstances, Chapter 7 and Chapter 13 bankruptcy alternatives. Where appropriate, the Plan attorney may contact the creditor involved to discuss favorable alternatives to ever-mounting debt or collection litigation.

Guaranteed Maximum Fees

The following legal matters are subject not only to reduced hourly rates but also to a maximum fee, regardless of time spent on the matter.

LEGAL MATTER	MAXIMUM FEE
Simple Promissory Note	\$40
Bankruptcy chapter 7:	\$1,425
DWI (first offense and up to two court appearances)	\$1,050
Divorce (uncontested, without marital agreement)*	\$900
Divorce (uncontested, with marital agreement)*	\$1,700
Separation (uncontested)*	\$900
Real Estate (sale or purchase of primary residence)	
Up to \$250,000	\$850
\$250,000- \$500,000	\$1,025
More than \$500,000	\$1,325
Traffic Violation (first offence, up to 2 court appearances)	\$700

MEMBER
BENEFITS

PA Finances

By Ross Wittenberg, Treasurer

The following is a brief overview of the current dues structure and a report as to the actual financial results for our prior academic year.

Dues Structure for 2020-21

Dues are paid by all members, including both teaching faculty and professional staff. The bulk of our local union budget is paid for by our membership dues. Our budget consists of expected expenditures for community outreach, member engagement, training, and negotiations and grievances with the college. A portion of dues collected are paid to our affiliates, New York State United Teachers (NYSUT) and American Federation of Teachers (AFT). Our affiliations date back to 1970 and we receive numerous benefits resulting from these affiliations, such as training for Executive Board members, legal advice, and advice and guidance for our local PA leaders. During arbitration and legal matters, NYSUT's labor relations specialist and legal staff are available to assist the PA as part of the affiliation. In addition, we have the support of a multitude of professionals within the NYSUT office that welcome questions as they arise.

Dues that are paid by members are set both statewide and locally. NYSUT dues are set by delegates from colleges across New York State, while local dues are proposed by the PA Executive Board and approved by you, our members. The approved dues structure is then submitted to payroll. The dues structure for the 2020-21 academic year was approved at our membership meeting in May and included no changes to either the state or local dues.

Financial Results for 2019-20

In 2019, the membership approved a local budget of \$241,983. During the 2019-20 academic year, we underspent the budget by \$34,526.44, but also received \$27,358.61 less cash inflows than expected. This variance was primarily caused by lower pass-through dues to NYSUT and AFT (due to lower-than-budgeted membership) and fewer grievances against the college resulting in less spent on arbitration.

If you have any questions related to the budget or the dues structure, please feel free to contact me or plan to attend our next membership meeting. Thank you for your continued support and I look forward to continuing in my role as Treasurer next semester. Stay safe and healthy, and I hope you are able to enjoy a well-deserved break during the holiday season.

In Solidarity,
Ross

Community Outreach

By Robin Saxe, Chair

Community outreach looks very different in today's environment. While we are not sending out volunteer opportunities or having on campus collections we are still active and looking for ways to give back. As I sent in a recent email the Community Outreach Committee donated to both the Rome Rescue mission and the Rescue Mission of Utica this holiday season.

We hope to soon be back to our Saranac Thursdays and donation collecting at end of the semester parties. Continue to look for updates and opportunities on ways you can participate.

Supporting Remington Arms Workers



NYSUT Members in Solidarity



WKTV interviews participants



United We Stand

More information can be found at

<https://www.wktv.com/content/video/573318951.html>

Internal Communications

Each year, the PA awards a scholarship in the amount of \$1,000.00 to a currently enrolled MVCC student. This year we received numerous scholarship applications. Members of the Internal Communications Committee are currently in the process of reviewing applications and choosing a winner. Stay tuned for that announcement and the winner's essay will be included in our next issue of PANorama!



Rise of Labor Unions

P L C T K P Y V T O I R T E K R A M Y A H T Z P
F V U H J G S H P I E C E W O R K A Y N E Z C J
L T W Z K W Z A W R U M C R A F T U N I O N Z W
G W A W N Y E L L O W D O G C O N T R A C T A K
U P A V N O I N U Y A W L I A R N A C I R E M A
V M P I N K E R T O N S V Z M S I L A I C O S E
D L I D K D I V I S I O N O F L A B O R X I W C
H O M E S T E A D C N Y P Z O S F W C O T A P X
R K Q D B W M J F J F K Q U K R P P Z W R J Q A
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I D X P U L L M A N S P A R I P M M C V W V G S
H K O B Z E J R V I I K R H R M K A I A V Z U M
G G X H M F P O M A N N N N F O P I R H B Q N O
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S E J I B T D C H D P X D N L G X W V Z M B K Q
W F T C H I C A G O L N S A O N H C G L J K M Z
P K K G U O F D D B L G K O N M T C T P K R P I
R I U N O I N U L A I R T S U D N I F R W F N D

mail	immigrants	anarchist	cleveland
industrialunion	craftunion	powderly	divisionoflabor
yellowdogcontract	socialism	communism	pullman
pinkertons	scabs	piecework	marx
homestead	haymarketriot	frick	gompers
debs	chicago	carnegie	AmericanRailwayunion
knightsoflabor			

Eiding, Patrick J. "LABOR DAY: What America's Workers Have Built" cartoon September 1, 2016 Philadelphia Public Record Web 09/01/2020 <http://www.phillyrecord.com/2016/09/labor-day-what-americas-workers-have-built/>