

PAnorama

UNITED FOR EXCELLENCE IN EDUCATION

MVCC Professional Association Newsletter • Volume XVII • No. 5 • Oct 2014

#Wow Fall 2014 Leadership Conference

The NYSUT Fall Leadership Conference was held in Alexandria Bay on Oct 3-5th. K-12 districts from Herkimer and Oneida Counties along with a contingency from the MVCC PA attended.

During the day, K-12 participants attended various workshops to help in understanding and promoting unionism, receive updates regarding legal issues, and hear a presentation by the National Center for Missing and Exploited Children. The PA participated in a mock negotiation, researching, preparing, and presenting proposals to the “administration” team. Stacey McCall, Alexander Haines-Stephan, Kevin Siembab, and Justin Rahn represented the union while Paul Halko, Alison Doughtie, and PA Retiree Ellis Searles represented the administration.

During the evening, various benefit groups were available to speak to about their benefit and hand out their tchotchkes.



Raffle baskets

Raffle tickets were sold, silent auction bids were entered, and other items were available for purchase to enter into pool drawings. A representative from the American Cancer Society’s Utica office was on hand to sell various ACS related

items and talk with the participants about their cancer-related experiences. Saturday night was the grand celebration of the weekend. Various unions decorated their table settings to depict their selected Halloween theme prior to dinner being served. The participants then “dressed” to complement their theme. Excitement was in the air as everyone entered the dining hall in preparation for the upcoming event. A spirit award was up for grabs and everyone was on their “best behavior” with the Teachers Association from Mohawk /Ilion winning the coveted honor.



Ellis Searles (in a hat for a Halloween-themed Strides fundraiser) and Kevin Siembab.

Utica Regional Office director Chris Colabello provided opening remarks after dinner and opened the “Main Event.” Our NYSUT Labor Relations Specialist, Jim Henck, introduced the NYSUT’s Utica Office Strides Fundraising Co-Chairs, Catherine Alessandrini (New Hartford TA) and Ellis Searles (MVCC Adjunct Part-time Association).

Ellis announced the winners of the silent auctions and items in the pool drawings along with distributing the

numerous donated baskets to the raffle ticket winners. Gail Warchol (CCED) and Mary



Ellis Searles and Alexander Haines-Stephan.

Taverne (MVCC Adjunct Part-time Association) were lucky raffle ticket winners from MVCC. Jim Henck then Returned to his place at the podium to conduct an auction of other donated items. Adrenaline flowed as participants eagerly bid on the various items on the auction block. In all, \$20,853 was raised and will be added to NYSUT’s overall contribution to the Strides for Breast Cancer campaign.

Following the weekend activities, NYSUT Secretary/Treasurer, Martin Messner, who was in attendance for this conference, tweeted “Just got back from @nysut Utica regional leadership workshop in Alexandra Bay. Inspired they raised over 20k in one night for strides #wow.”

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PA Panorama's Editorial Policy

PA Panorama is the voice of our local. In addition to the PA website (www.mvccpa.org), email, and bulletin boards, PA 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.

**Publisher
MVCC
Professional Association**

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Rialda Shulman**

**Special Consultant
George J. Searles**

**Edition
October 2014
Volume XVII • No. 5**

**Website
www.mvccpa.org**

PrezDesk

Theodore Roosevelt once said, "I am a strong individualist by personal habit, inheritance, and conviction; but it is a mere matter of common sense to recognize that the State, the community, the citizens acting together, can do a number of things better than if they were left to individual action."

Individually, our actions impact various communities. The same can be said when we work together as a group.

Each new bargaining unit member (that's you) is greeted by a member of our Member Services Committee. The member receives a member booklet containing the current contract, information about the benefits through the PA Benefits Fund, and a membership form. Upon completing your membership form, you are entitled to participate in our membership meetings, vote in our elections, have a say in how the union represents you. Failure to complete your membership form impacts your ability to be an informed and involved member of our union.

You can make an impact on our college community through the various PA committees such as education and training, member services, or negotiating. You can help organize training about understanding your contract, help organize a social gathering, or assist in negotiating the terms and conditions included in our contract.

Our impact on the outside community can be measured through our PA committee work as well. Our Political Outreach and Community Outreach committees have direct

impact on the community outside MVCC.

You can interview candidates for the County legislature, help organize a can drive to aid a Food Bank, or sell raffle tickets to benefit various agencies.

As reported elsewhere in this issue of PA Panorama, the PA participated in the Making Strides for Breast Cancer fundraising campaign. Working together with our brothers and sisters of Oneida and Herkimer County K-12 school districts, we were able to merge our efforts to raise a significant amount of money for the cause. In the coming month or so, you will be asked to participate in an effort to raise money for another campaign. Together with our brothers and sisters of AMVA, UPSEU and APA, we are merging together with Team MVCC in support of the United Way campaign. Many local agencies benefit from the financial support and programs provided by the CNY United Way. More information will follow, but I hope that I can count on your participation in this campaign.

Together we can make a difference.



Educators Meet Legislators

Justin Rahn

Politics is something many have always associated with dirty, back-stabbing people trying their hardest to wring as much as possible for themselves out of the relationships forged with others, be it companies, individuals, or social institutions. Though in some circles this understanding of the systems is not exactly far from the truth, for the most part, as the chair of the Professional Association Political Outreach Committee, I have come to find that the many people involved in our local political environment are well-meaning, motivated individuals who sincerely believe they are representing their constituents and ensuring their voices and interests are heard. In many respects, this environment of representation is very close to what the entire purpose of union formation was built upon, i.e. workers banding together to ensure their voices and interests are heard by the management and the company.

When trying to figure out how best to share our union's concerns with local politicians, some of my colleagues on the Executive Board suggested reviving the idea of the "Legislators Meet Educators" program that provided the opportunity for PA members to share their stories and concerns during monthly Board of Legislators meetings. After about a month of preparation, below is the speech I gave to our local politicians back in February of this year:

Good afternoon. I thank the Chairman and the Board of Legislators for allowing me this opportunity to speak here today. My name is Justin Rahn and I am a college advisor at Mohawk Valley Community College as well as the Chair of the Political Outreach Committee for the Professional Association of MVCC. The Professional Association is the sole collective bargaining unit representing the faculty and non-administrative professional staff of the College and is the primary vehicle to ad-

dress issues and forces affecting the professional lives of the nearly 260 employees we represent.

Being that Oneida County contributes approximately \$7.3 million to MVCC's annual operating budget, I would like to take this opportunity for the Board to get to know me as one of the many people directly impacted by these contributions.

I grew up and currently live in Yorkville, within easy walking distance of Holland Farms. I graduated from Whitesboro High School in 2004 and originally wanted to become a high school guidance counselor. Not knowing if I was up to the academic commitment, I initially decided to attend MVCC for Human Services and during my internship experience, discovered that the guidance counseling profession was not what I had thought it to be. However, during my time at MV, I had the opportunity to begin working for the Academic Advisement Center on campus, assisting fellow students in building their schedules and registering for classes.

Graduating in 2006 with an associate's degree, I knew I needed to continue my education and decided to attend Nazareth College, near Rochester, where I majored in Psychology. I took the opportunity to continue to work for the Advisement Center during my winter and summer breaks, helping students register for classes and manning our information desk. With my graduation from Nazareth coming up in the spring of 2008, Dawson McDermott, the Coordinator of Academic Advising and my long-time mentor, offered me the

opportunity to actually advise students part-time during the summer and fall terms. With timing that rarely shows its face in my life, the College posted two full-time academic advising positions at the end of that summer. Needless to say, I applied, interviewed, and was offered one of these positions, where I have been advising students full-time since October of 2008.

During my more than five years with MVCC I have completed my master's degree, presented at a regional conference for the National Academic Advising Association and will be again this March, and became very involved in my union. I have met with our state representatives to discuss issues concerning both K-12 and higher education, marched on Albany to express our feelings regarding rampant state-sanctioned over-testing, and led my first endorsement process for last year's Oneida County Board of Legislature elections, where I had the pleasure to meet some of the people in this room.

I tell of these accomplishments not to gloat, but to restore some faith that there are driven, motivated young people in the Mohawk Valley who are willing to stay and work to improve this place we all call home. By continuing to invest in Mohawk Valley Community College, through the County's direct contribution, special allocations, or capital funds, you are investing in an institution whose mission is to provide the higher education young people of this area need to be successful both in their professional as well as personal lives.

You are also investing in a group of faculty and professional staff whose average salaries routinely run significantly below those of our similar sized peer institutions. We thank you for the recent passage of our 2013-2016 contract, which contains modest raises, but we are concerned that those

will still not be enough to bring us in line with similar community colleges in our peer group. In many respects, the ability to attract talented and motivated young people to an institution is partly built upon the salaries offered and when the cost of living is combined with today's typical student loan debt, the below averages salaries at Mohawk Valley look less appealing and are thus less competitive in the job market.

Though I talk of myself as an example of what this area would like to attract more of, I admit to being a native who has lived here for all 28 years of my life. I am proud to say I still live with my parents, but that sadly, one of the main reasons for this is the \$900 a month I pay on my student loans. With more investment into salaries, I am sure that not only would the young professionals currently working at MV have more financial stability, but we would be able to attract even more talented and diverse faculty and staff to help continue fulfilling our mission. Though capital funding and one-time allocations are very much appreciated for providing the physical infrastructure, increases in the County's base contribution allow the ability to further build and maintain the intellectual infrastructure that is needed to best teach and support our students, by hiring and retaining more full-time faculty and staff.

In the end, investing in Mohawk Valley Community College is an investment in the future. A future that is better than where we are now; a future where the College has the full-time faculty and staff salaries to not only retain the amazing talent we already have, but to attract even more; a future where we as a Union, as a College, and as a Community are positioned to take advantage of the upcoming opportunities to truly transform this area, our home, for the better.

I will admit that as a young person it is incredibly easy to be cynical about this area. I watched as General Electric laid off my father after 15 years of dedicated hard work, as the Federal Government shuttered Griffiss Air Force Base, as Chicago Pneumatic closed, laying off hundreds, as Orion Bus and Rite Aid Distribution closed, laying off hundreds more, but working at MVCC has shown me that my colleagues and I can truly impact our community and this has given me hope. It has given me hope that brighter times are ahead of us. Hope that the recent developments at SUNY IT are not just more promises waiting to be broken. Hope that our local governments will soon have more resources to continue doing their mission and hope that Oneida County will come to realize the need to fully invest in the faculty and staff of MVCC, the way so many other counties in our state are currently investing in their own. That is my hope. Thank you all for this opportunity and for your time this afternoon.

Having the chance to share our stories, our concerns, and our hopes provides the opportunity to humanize the Professional Association for the legislators and to let them know that behind the organization are dedicated, hardworking, tireless people. It is because of this that I encourage anyone interested in speaking to the Oneida County Board of Legislators to let me know so that I can get you on the agenda. Below is the schedule of the meetings through the end of this year:

Wednesday, October 8th, 2:00pm
 Wednesday, November 12th, 2:00pm
 Wednesday, November 26th, 2:00pm
 Wednesday, December 10th, 2:00pm
 Tuesday, December 23rd, 2:00pm

Again, if you're interested in speaking to the

Legislators, please let me know at least a week before the meeting so that I can get your name on the agenda. These kinds of opportunities to talk with local politicians not only help them to realize what kind of amazing people are behind the Professional Associations, but also let them know that we are truly united for excellence in education.

Perrotti Raises Money for Literacy

These days Bill Perrotti has much to boast about. His participation in a Spella-a-Palooza, at the Danielle's Valley View in Utica on September 25th, helped raise over \$10,000 for the Literacy Coalition of Oneida and Herkimer Counties. With a few other local notables, Perrotti took on a group of fifth graders in a spelling bee challenge to raise money for the Coalition, allowing it to continue the work done thus far. Not surprisingly, Perrotti was also the adult winner of the competition, along with 5th graders Sarku Chit from Columbus Elementary School in Utica and Megan Brinck from Westmoreland Road Elementary School in Whitesboro.

Other adult spellers were Oneida County Executive Anthony J.



From left to right: Bill Perrotti, Michelle Truett, Harrison Hummel IV, Evon M. Ervin, Steve McMurray, and Anthony J. Picente.

Picente Jr.; Evon M. Ervin, deputy director, Mohawk Valley Community Action Agency; Steve McMurray, WKTV anchor and general manager; Sean 'S.' Morrelle,

KISS FM DJ; Michelle Truett, graphic designer, Baggs Square Association; Bill Perrotti, MVCC professor; Brenda Episcopo, CEO, United Way of the Valley & Greater Utica Area; and Harrison Hummel IV, COO, Hummel's Office Plus.

Benefits Fund Update

The Benefits Trust Fund is happy to announce a new benefit through Stacey Braun as well as renewing the \$100 reimbursement benefit for 2014. There are many financial services offered through Stacey Braun please take advantage of this great benefit.

\$\$ MVCC PA Benefits Trust Fund \$\$ FINANCIAL COUNSELING PROGRAM

Services Available to Each Member (at no cost):

Free financial consultation each year*: Consultations will be held throughout the year on campus. Members can receive up to six hours of time, in person or over the phone or in combination. For more information or to schedule an appointment call 1-888-949-1925. Spouses and/or other family members may attend consultations with you.

Unlimited access to Stacey Braun's proprietary website: This password protected website is a useful financial tool intended to address many of your financial concerns. The website contains financial narratives, market data, quotes, charts, portfolio tracking, financial news, financial glossary, financial calculators, links to other useful financial sites and the email helpdesk. To access the site use "money" as your password and "hendrick" as the User ID.

Unlimited use of Stacey Braun's email helpdesk: To provide answers to basic financial questions, you have access to qualified professionals via Stacey Braun's email helpdesk.

Topics for consultations include, but are not limited to:

Retirement Planning, Refinancing, Mortgages, Debt Management, Budgeting, Divorce, Investments (403B, Pension Advice), Mutual Fund Questions, Asset Allocation, Establishing Risk Tolerance, Taxes, Inheritance Issues, Gifting, Estate Planning, Savings, Cash Flow, General Education, Elder Care, Social Security, Education Funding (i.e. 529 plans), Second Opinions & Life, Disability and Long-Term Care Insurance.

STACEY BRAUN PERSONNEL ARE PROHIBITED FROM SELLING INVESTMENTS OR INSURANCE PRODUCTS

STACEY BRAUN IS NOT AFFILIATED WITH ANY 403(B) PROVIDERS

***Written summaries of consultations containing recommendations are available to members upon request.**

Stacey Braun Associates, Inc.
377 Broadway
New York, NY 10013
1-888-949-1925

The Benefits Trust Fund trustees recently approved the renewal of our out of pocket reimbursement.

Any approved medical expenditures incurred in 2014 will be reimbursed through our "Out of Pocket Medical Expense Reimbursement." Members (including your spouse and dependents) can be reimbursed for any out-of-pocket medical expense/flexible spending expense incurred in 2014 for procedures performed or co-pays paid in the 2014 calendar. This out of pocket reimbursement is capped at \$100 per member. The eligibility information, reimbursement form, and electronic funds transfer form can be found on the PA website at <http://www.mvccpa.org/main/benefits-fund-reimburse.cfm>.

Testimonial from a PA member:

"Thanks for reminding me about the out of pocket medical reimbursement benefit available through the PA. It really is a simple process that I was able to complete in just a matter of 5 minutes. I did not have a fax machine available but was able to send the materials off in the mail to the address on the form. It is without a doubt one of the easiest \$100 I have ever made. I used receipts from prescriptions and contact lens purchases to make up my \$100 but there are many different options for out of pocket healthcare spending I could have used. You should remind people once again so they do not miss out on this valuable benefit the PA provides." Tom Mihevc

Should you have any questions pertaining to benefits through the Professional Association's benefits fund please contact Justin Wilcox.

SI VIS PACEM PARA BELLUM

“If you want peace, prepare for war”

While that may seem a bit extreme, it speaks to the role of the Grievance Committee within the Professional Association. Above all else, the role of the committee is to enforce the collective bargaining agreement. In order to do that, the committee must be aware of the history, practice, and application of the collective bargaining agreement. This is no small task, and requires experience, practice, and a fearlessness to represent the Professional Association. How does this come about? Preparation, representation, commitment, and patience.

Committee members are exposed to processes that involve discipline, grievances, and arbitrations. They represent bargaining unit members through these events and any other time that a bargaining unit member requests or is offered representation. This is not easy, and requires commitment and patience. We rely upon each other in this committee to discuss issues brought to us, to bring answers to a bargaining unit member, or explain the rights that are allowed with our collective bargaining agreement. Preparation, representation, commitment, and patience.

Participation in this committee allows a bargaining unit member a great chance to learn about the history and application of our collective bargaining agreement. There is a rich history behind the articles in the articles of our contract. The committee gets to interact with the contract and the Administration and learn. Given we are an academic institution, learning is critical preparation. Course, no single plan survives the first contact... so patience is a must to adapt.

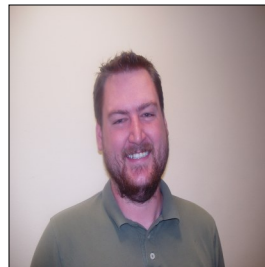
What does the Grievance Committee have to offer to you, the bargaining unit member? If you have questions about the collective bargaining agreement, on whether you have a possible grievance, if you need to talk to someone from the Pro-

fessional Association, please feel free to contact any one of the members of the Grievance Committee. We are here to help, represent, and enforce the contract.

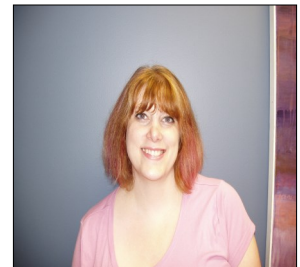
Members of the Grievance Committee:



Dawson McDermott
Chair



Alexander Haines-Stephan



Patti Antanavige



Sandy Cummings



George Goerner

PA Members Get Valuable Tips from Retirement 101 Workshops

This summer, the Education and Training Committee, with the help of fellow member Justin Wilcox, presented two sessions during MVCC's August Enrichment Institute. **Retirement 101 for PA members: Part 1 and Part 2** provided members with the opportunity to learn more about retirement benefits and gather input for making informed decisions when creating a retirement plan.

Part 1 featured speakers from both NYSUT and the Social Security office. Members Benefit Representative Laura Calhoun reminded members of the numerous benefits PA members are entitled through NYSUT. Paul Rejman, an operations supervisor with the Social Security office, provided information and clarification on the intricacies of the social security system.

In Part 2, Paul Kiley, a financial planner with Stacey Braun, emphasized the importance of familiarizing yourself with the principles of estate planning. Attorney John Calimano (Feldman, Kramer & Monaco, P.C.) was also on hand to offer expertise pertaining to legal matters such as wills and trusts.

3 Things that PA members should know...

1. Everyone should create a **My Social Security Account** today, not only to track and verify earnings but as a proactive step to warding off identity theft. Learn more at www.sa.gov.
2. NYSUT offers numerous **discounts** on everything from shopping, to travel, to entertainment and even home and auto insurance. Start saving today by visiting www.nysut.org.
3. Don't be scared, be prepared! You're never too young or too old to start estate planning. Specific, written out plans, such as health care directives, not only protect your

best interests but those of your loved ones as well. Clear instructions will alleviate any pressure or uncertainty family members have regarding your wishes in the event of a tragedy. NYSUT benefits include **free estate planning consultations** with Stacey Braun and Feldman, Kramer & Monaco, P.C. associates. The PA will schedule on campus visits with the estate planners during the school year so that members can sign up for one-on-one sessions.

Have an idea of a training or workshop you'd like to attend? The Education and Training Committee would love to hear from you! Simply send your suggestions to Kristen Skobla at kskobla@mvcc.edu who will work with committee members to make it happen.

Great Score for GEAR-UP



Tiffany Azzarito

Tiffany Azzarito works in GEAR-UP on MVCC's Utica Campus. On October 5, Tiffany participated in Youtica EATS, which gave her and several other groups the opportunity to share information about projects they have developed. Tiffany's project - UTICA UNITED - which gives refugee and low-income students the chance to play organized soccer without the high costs for equipment, registration fees, etc. - received a \$1,000 mini-grant.

Great job, Tiffany!

December 26, 29, 30, 31, 2014 and January 2, 2015 be taken in lieu of Columbus Day, Veteran's Day, Lincoln's Birthday and Washington's Birthday as provided in Article 11.7 of the collective bargaining agreement.

PA Community Outreach Events

The MVCC Professional Association has some exciting things planned for this fall!

At the October 3-5 NYSUT Conference, PA participated in the annual **"Making Strides Against Breast Cancer" Raffle**. Over 100 baskets were raffled off and **\$20,853** was raised for Breast Cancer research.

On November 13th, the PA will host a **Toys 4 Tots Fundraiser Event and New Member Reception**, from 5:00-7:00. Come meet new members, have some refreshments, and raise money for a great cause. Bring toys to donate as well! Stay tuned for more information on this fun event.

During the months of October and November, the PA will be conducting a **Coat Drive!** Boxes will be placed around campus. As you get your winter gear out, please consider donating a new or clean, gently used coat, gloves, or hat. Clean out those closets! So many people in our area will benefit from your generosity, and decluttering your closet feels great too!

Check out the **PA Film Series**. Each semester, the PA hosts a series of films that seeks to showcase and educate the community about the history of the US labor movement. All films are held in the IT Theater and are preceded by a 15 minute lecture about the film, its relation to labor concerns/unionism, and the type of DGV-related issues that the film addresses. (FREE/DGV) This semester's films are:
Wed. Nov 12th 6pm: "Hoffa." A film based on the story of legendary union figure Jimmy Hoffa.
Mon. Dec 1st 6pm: "Inequality for All." This documentary follows former U.S. Labor Secretary Robert Reich as he looks to raise awareness of the country's widening economic gap.

Finally, the PA will be conducting a **Canned Food Drive** to benefit the Rescue Mission during the month of December. Stay tuned for information on where to drop off those non-perishable goods! We'll wrap up the food drive at the annual PA Holiday Party.

Please take part in some or all of these great events! Have some fun and contribute to some worthwhile, local causes this fall.

Halko Wins Gompers Award Norma Chrisman

He jokes that "he's not a union guy." He's the first to say that he has never done anything for the recognition. In fact, he would be happy to be in the background and allow others to receive the "applause."



Paul Halko

But Paul Halko has served the PA in many capacities. He has served on the Grievance, Member Services and Negotiation Committees.

He stepped up to fill a vacancy as our 1st VP and has continued serving in that role since. He was the chair of the Negotiations Committee during our last round of negotiations. One of the crowning glories of Paul's Negotiation Team tenure was the establishment of our Benefits Fund. Upon its inception, Paul chaired the Benefits Fund, nurtured it, and recently handed the reins over to Justin Wilcox. Other negotiating notables include more promotion opportunities for professional staff and increased retirement benefit.



From left to right: Norma Chrisman, Patti Antanavice, George Searles, Ellis Searles, Paul Halko, Bill Perrotti, Justin Rahn, Marie Czarnecki, Barbara Halko, and Alison Doughtie.

I honestly do not know what I would do without Paul.

He is my "go to" guy. He is the first one I go to for advice, the first one I go to discuss an issue with, and the first one I go to for just about anything. He is always generous, non-judgmental, good-natured and down-to-earth. Be prepared for an honest opinion as Paul will not "sugar-coat" anything; he will tell you the way it is.

It is impossible to capture Paul's general all around goodness and generosity of spirit. It goes without saying that honoring Paul as the PA's 2014 Samuel Gompers Distinguished Service Award winner is a small token of the gratitude that we have for him. Recognizing Paul, in front of our brothers and sisters of the AFL-CIO, publically acknowledged our appreciation for his 17 years of loyal dedication to the PA.

Congratulations and thank you, Paul!

Community, Friends, and Movie Stars: Gathering for a Great Cause

Mike Adamo

PA ROCKS!

On Wednesday, September 24 hors d'oeuvres and light refreshments were served as the MVCCPA hosted the United Way Labor Campaign Kickoff in IT225. As MVCCPA President Norma Chrisman explained in her opening remarks, the United Way was formed in 1887 by a Denver woman, two ministers, and a rabbi. They were trying to find ways to address their city's welfare problems. The first United Way campaign raised \$21,700 and assisted ten health and welfare agencies.

Guest speakers included Brenda Episcopo of the United Way, President of the United Way Board of Directors Greg Morra, and President of CNY AFL-CIO Labor Council Pat Costello.

Pat elaborated on the use of United Way funds assuring donors that all donations made to the United Way are used to improve lives in the areas of education, health, safety net, and income driving home the point that these funds are used wisely. AFL-CIO has a national partnership with the United Way.

Following their remarks a short film starring the MVCCPA's very own Bill Perrotti in his role as "Bus Driver" was presented, symbolic of the various needy individuals and families that the United Way of CNY assists through countless events, drives, and acts of volunteerism. They have more than 50 programs and currently support more than 30 agencies.

Bill Perrotti, along with Pat Costello and Michelle Mandia, are also members of the Labor Council and serve on The United Way Board of Directors.

PA Sponsors FARE Walk

For the second year in the row, PA donated \$250 for the FARE walk.

FARE (Food Allergy Research & Education) is the nation's leading organization researching food allergies.



Norma Chrisman with Kristen Scanlon, co-chair of the 2nd Annual FARE Food Allergy Walk.

PA Participates in the Kickball Challenge



Carla Zupancic and Dawson McDermott

Even though Student Affairs lost to Administrative Services, one must admit: losing never looked this cool.

Congrats!

Rialda and Alan Shulman welcomed Lena on May 23rd.

Mike and Heather Adamo welcomed Anthony Joseph on July 21st.



Member Shopping Program *powered by PayCheck Direct*

As NYSUT members, you work hard every day!
Shouldn't buying what you want be easy?

Well, now it can be... The Member Shopping Program powered by PayCheck Direct allows eligible NYSUT members to purchase what they want now and pay interest-free over 12 months. Choose from either 12 or 26 payments via automatic checking account withdrawals.

Through PayCheck Direct, all eligible NYSUT members have access to thousands of name-brand products such as appliances, computers & tablets, electronics, furniture, jewelry & watches, home & garden items, children's toys, and recreation & fitness items.

PayCheck Direct offers a 30-day in-home trial on many products; flexible return policy; no interest fees, credit checks, down payments, or finance charges; and toll-free customer service representatives located in the U.S.

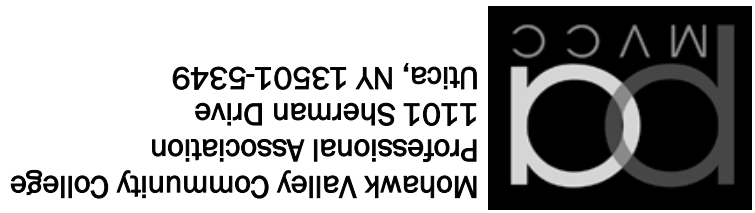
NYSUT members are encouraged to shop and compare prices before making a purchase with this program and consider it as an alternative to using their credit card. Please note that PayCheck Direct will have access to certain information from NYSUT's membership files to verify levels of eligibility for those NYSUT members that choose to participate in this program.

**For more information about PayCheck Direct,
call toll-free 866-441-9160 or visit memberbenefits.nysut.org.**



For information about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits. Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits-endorsed programs.

Sept/Oct. '14



Mohawk Valley Community College
Professional Association
1101 Sherman Drive
Utica, NY 13501-5349