



# panorama

UNITED FOR EXCELLENCE IN EDUCATION



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## Meet Your New Secretary of Education: Betsy DeVos

- No education experience. No education degree
- Does not know the difference between “proficiency” and “growth”
- Never attended public schools
- Never taught in a classroom
- Supports for-profit education
- Donated Millions to Trump’s campaign.

## PANORAMA'S EDITORIAL POLICY

Panorama is the voice of our local. In addition to the PA website ([www.mvccpa.org](http://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

### EDITOR(S)

Jim Roberts  
George Searles

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[www.mvccpa.org](http://www.mvccpa.org)

### DESIGN UPDATE

FALL 2016

# Prez Desk

You know the saying, "when the going gets tough..."?

There is no denying these are tough times for organized labor at all levels. The following examples are clear:

- We have an administration at MVCC that refuses to bargain in good faith.
- We have a state government that uses its budget to hold community colleges hostage by placing financial strain on MVCC and schools around the state and trying to impose "performance-based funding" models.
- We have a known enemy of public schooling for Secretary of Education, who knows *nothing* about education policy, has no desire to know education policy, and supports for-profit schools.

It seems like the challenges are insurmountable and that the new norm in public education is putting into practice Clay Christensen's economic theory of "Disruptive Innovation." (Competition breeds innovation, long-established companies lose out to "upstarts" because they lack innovation, etc.). Proponents of education "reform" consider virtual learning and Charter Schools as the answer, although we know that these formats cannot provide the same high-quality education as traditional public schools.

So I wonder: When we will stop applying market theories to education? The Neoliberal take-over of public schools is destroying the last democratic enterprise in America. Our students are *not* customers, and I don't like to think of them as "human capital." The theme of this edition of PANorama is solidarity and re-thinking the way unions do business. "New Unionism" proposes the following values:

1. Set agendas: act, rather than just react.
2. Emphasize and practice workplace democracy (shared governance in higher education).
3. Express solidarity often and work actively to organize the workplace.
4. Have an international view.

With these values in mind we can meet the challenges ahead. Remember that when working people come together in solidarity their workplace rights, and therefore their standard of living, are upheld.



Norma Chrisman

*Norma*

# Negotiations Update

**By Aaron Fried, Negotiations Committee**

Now that negotiations are at impasse, what does that mean going forward?

That is a tricky question, but I think it is important that I answer a few questions that you all may have.

First, impasse occurs when both sides of the negotiations are unable to reach an agreement.

Before we ended up at impasse, there was a series of negotiations meetings with the college. While we agreed on several things, there are other items in the contract that we obviously disagreed about. In general, much of the disagreement is about compensation and other issues.

When we declared impasse, we told the college that we believed they were not bargaining in good faith with us. What are the next steps?

First, we have been assigned a mediator by the Public Employees Relations Board (PERB). The mediator will meet with both sides and try to help us reconcile our negotiations process. If we fail to reach an agreement with a mediator then we enter a second phase, called fact finding. Fact-finding can be similar to a testimonial process. The fact finder will review our negotiations process and collect evidence of the causes and circumstances of impasse. The fact finder will then generate a report



**Aaron Fried speaking at the annual luncheon**

and recommendations. This decision is non-binding, but will hopefully aid to bring both parties closer together.

If fact finding fails, negotiations would go into conciliation. There are more details available about these processes on the NYS PERB website: <http://www.perb.ny.gov/Faq.asp>.

In New York, public unions are legislated by the Taylor law. The Taylor law was passed in the late 1960s and has provisions defining the PERB and its process in NY. Public employee unions in NYS, for example, are not allowed to strike. However, the Triborough Amendment to the Taylor Law maintains the provisions of your previous contract until a new contract is negotiated. In other states,

or in New York's private unions, impasse is the point at which a unit would strike. In those units, however, there is no similar provision extending their contract. Essentially we cannot strike or stop work to better our position, but management cannot let our contract expire and remove our protections.

We will keep you updated as the process continues. But for historical perspective, this is the third consecutive round of negotiations that have been extended. With our previous contract, there was a declaration of impasse by the PA. And two contracts ago, there was an agreement that was vetoed by the county legislature. If you consider that with the exponential increase in grievances that have required arbitration, there is a potentially troubling trend being established by this administration.



# Internal Communications Update

## By Jim Roberts, 2<sup>nd</sup> VP

The Internal Communications Committee is made up of the following ten members:

Jim Roberts, 2<sup>nd</sup> VP (Chair)  
Jen Fanelli  
Chrono Ho  
David Nackley  
Kristen Raab  
Roman Santos  
George Searles  
Nolan Snyder  
Jim Sunderhaft  
Sharon Zohne

The committee's charge is to keep the membership updated and informed on issues that affect the union at the local, state, and national levels. Our responsibilities are divided into three main areas:

- Overseeing the annual PA scholarship in the fall semester. The Committee reviews applicants and selects a winner who is announced at our annual January Luncheon
- Conducting elections in the spring semester (soliciting nominations and counting ballots, etc.)
- Communicating with the membership on issues facing our Local (through *PAnorama* primarily, and also the PA Facebook page).

*PAnorama* provides committee updates, event listings, labor news, labor history, and other articles of interest to PA members. *PAnorama* also reports on the proceedings of the

CNY Labor Council, as well as the NY-SUT Representative Assembly. This year your delegates attending the NY-SUT RA in April include Jim Roberts, Justin Rahn, and Robert Chrisman.

The PA Facebook page provides a quick way to disseminate information to the membership, which is especially important during contract negotiations or during a political action campaign. The page also shares articles and news pertaining to labor and higher education.

Part of the normal functions of any collective bargaining unit is direct action. Historically in the U.S., direct action campaigns in the workplace have been the most powerful weapons working people have for ensuring fair labor practices, workplace safety, and fair wages. Sit-ins, walk-outs, work stoppages, rallies, and strikes through the 19<sup>th</sup> and first half of the 20<sup>th</sup> century helped create a middle class by effectively diminishing income inequality, acquiring sick time, vacation time, an eight-hour work day, weekends, and human dignity on the shop floor.

Today, however, income inequality and precarious (part-time, contingent) employment are on the rise. Threats to organized labor and collective bargaining are real: right-to-work laws, the all-too-close Friedrichs V California Teachers Association case, and many other challenges make it difficult for labor to carry on a sustained movement. In fact, wage inequality in America is the highest it's been since before the stock market crash of 1929. Thankfully, today, we are witnessing a new and invigorated labor movement. (*continued on p. 5*)

## Internal Communications Committee



Jen Fanelli



Chrono Ho



David Nackley



Roman Santos



George Searles



Nolan Snyder



Sharon Zohne

No photos for Kristen or Jim S.



Affiliate #2839



Affiliate #39015

# Internal Communications

Perhaps it is only through collective, direct-action that working people will be able to protect their rights in the workplace in the years to come.

On occasion the PA will organize collective action for any number of reasons. Sometimes we organize a political action campaign out in the community and other actions are in-house and workplace-specific.

At a time when negotiations are at impasse, the PA may organize actions such as wearing the blue PA shirts on a given day, or potentially picketing at some point. Often the call to action may come out a day or two in advance (hopefully sooner than that).

Under these circumstances, getting the word out to the membership quickly and boosting the number of participants is essential. Although mostly symbolic acts, they demonstrate solidarity, boost member morale, and show the college that the union stands strong.

Although we have email and social media, I'm a firm believer in the power of word-of-mouth communication. One thing that any member can do to strengthen the PA is to keep the union conversation

going. This could be as simple as regularly discussing workplace issues with your colleagues, or mentioning *PAnorama*, the PA Facebook page, or discussing labor issues at the state and national levels. Keeping the union on everyone's radar will go a long way. But most importantly, expressing solidarity with your fellow workers is essential.

Finally, one concern about unions is that too often their actions are more "reactive" than proactive. So I leave you with a question for consideration: How do we as a union move beyond a reactive model (acting and reacting only in response to challenges to the membership) and instead, move to a more pro-active model by which the union might set agendas and truly have a voice in the shared governance structure at the college and in the community?

To answer this difficult question, we must ask ourselves a more fundamental question: What kind of workplace would *you* like to see at MVCC?

## UPCOMING EVENTS

**February:** Labor Film Series: Held in the Utica Theater at 6PM.

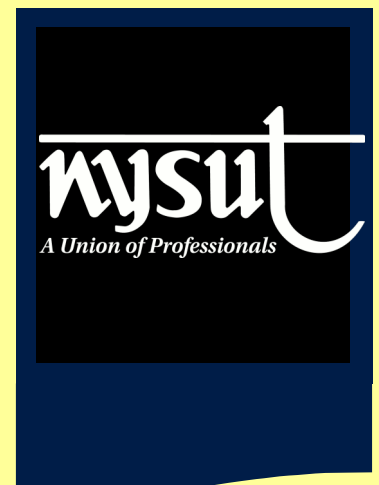
02/21/2017: The Wolf of Wall Street

04/25/2017: Too Big to Fall

05/09/2017: The Company Men

**March:** Team Sam Heart Run & Walk: March 4<sup>th</sup> 2017 to register go to: [http://www2.heart.org/site/TR/HeartWalk/FDA-FoundersAffiliate?team\\_id=170287&pg=team&fr\\_id=2059](http://www2.heart.org/site/TR/HeartWalk/FDA-FoundersAffiliate?team_id=170287&pg=team&fr_id=2059)

**April:** Annual Bowl-A-Thon: 4/7/2017 6-9 at Pin O Rama. We are looking for 9 volunteers. Contact Gail Warchol: [gwarchol@mvcc.edu](mailto:gwarchol@mvcc.edu)



# New Member Profile:

## Frank Drayton

By George Searles

The Professional Association welcomes Frank Drayton, Case Manager in the Youth Build Program located at the college's Elizabeth Street site.

But Frank is no stranger to MVCC, having served until last August as a counselor in the Educational Opportunity Center.

Before joining MVCC, he was Assistant Program Director with the Utica branch of On Point for College, a Syracuse-based initiative focusing on disadvantaged high school students.

When advising students, he reminds them, "Don't let yesterday's disappointments rob you of tomorrow's possibilities." He meets students where they are and attempts to instill in them the importance of education. We all experience setbacks, he explains, but we must not remain in that space for long.

Originally from Monticello, where he graduated with honors from Sullivan County Community College, Frank earned his General Studies degree from SUNY IT, with three areas of concentration: computer science, political science, and psychology.

He enjoys spending his free time with his three children, along with volunteering and playing golf.

## PAnorama is Seeking Submissions:

If you are interested in submitting any labor-related articles or announcements to *PAnorama*, email

Jim Roberts  
at  
[jroberts@mvcc.edu](mailto:jroberts@mvcc.edu)

Also,

"Like" the PA Facebook Page!



# Scholarship Winner: Monica Jackson

By Jim Roberts

This year's annual scholarship goes to Monica Jackson. Monica is an Engineering Science Major expecting to graduate with an Associate's degree in May 2017. Monica has a 4.0 GPA and has an impressive history of campus and community involvement. She has worked closely with C-STEP, Upward Bound, Key Club International, The Future Engineers Club, and many others. Monica is a member of Phi Theta Kappa, and helped organize the PTK New York State Regional Convention, held in Utica in the spring of 2015. She hopes to earn a Bachelor's in Civil Engineering and work in third world countries building communities.

Monica is recognized as a leader by her peers and instructors. She is a tutor in the Learning Commons. One instructor described her as, "a bright, hard worker, an engaging and determined student. Her motivation to achieve academic success is intense."

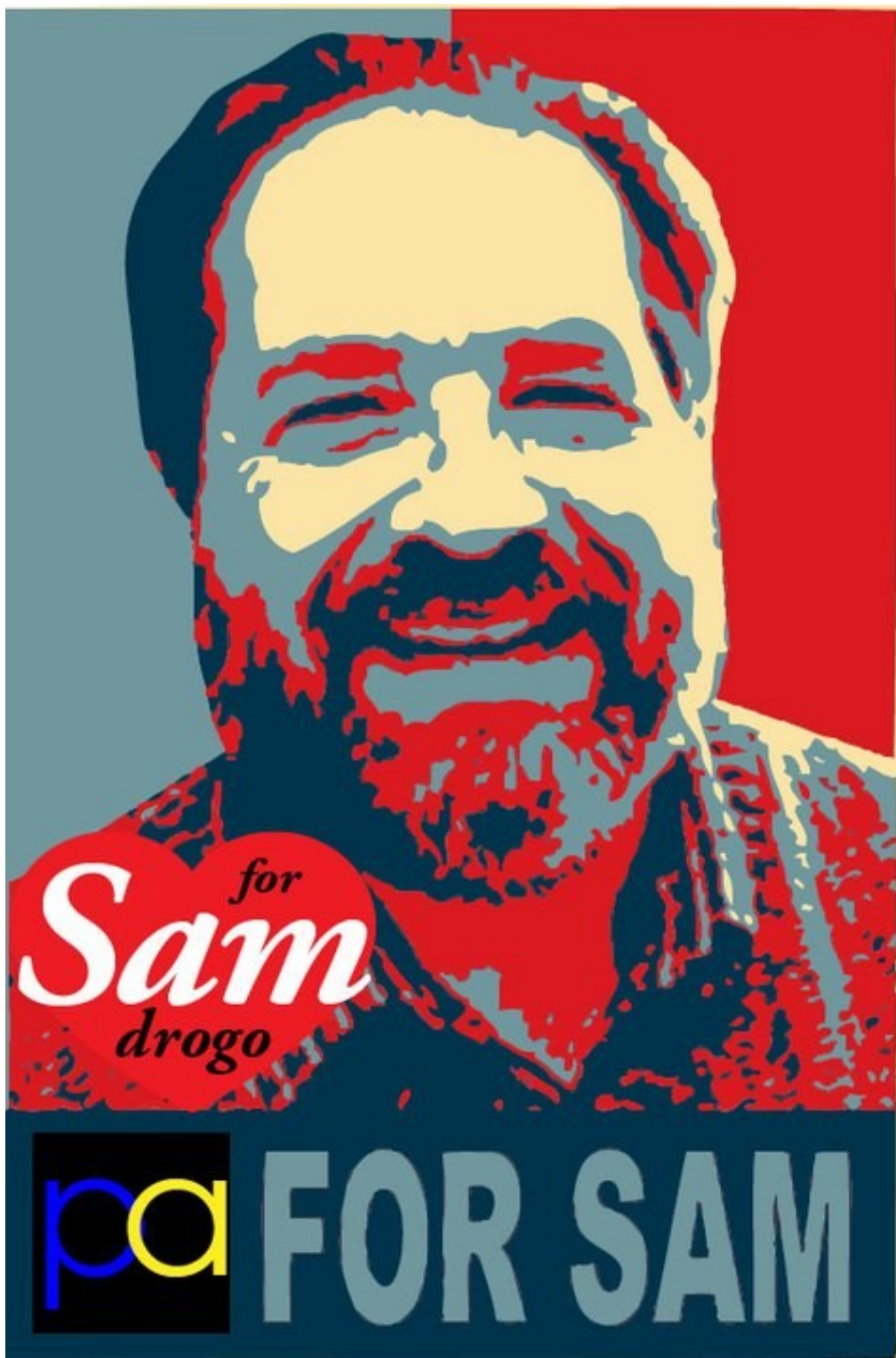
The Professional Association scholarship is awarded annually. This year, we had nine applicants. The applications are reviewed, and a winner is determined, by the Internal Communications Committee, which includes Jim Roberts (chair), Jennifer Fanelli, Chrono Ho, David Nackley, Kristen Raab, Roman Santos, George Searles, Nolan Snyder, Jim Sunderhaft, and Sharon Zohne.



Left to right: 2nd VP Jim Roberts, President Norma Chrisman, and scholarship winner Monica Jackson



Join Team Sam!  
Heart Run & Walk  
March 4<sup>th</sup> 2017



To register, visit: <http://www2.heart.org/site/TR/HeartWalk/FDA-FoundersAffiliate?>