



Fall Election Results

The annual spring election was postponed to this fall.

The PA election seemed to mimic the country's election. Ballots were mailed to home mailing addresses of the membership. Completed ballots were dropped off to the Utica and Rome libraries or mailed to the Utica library.

However, for the PA, our results won't take months to release (like the national election, as reported in the news earlier this week).

We want to thank everyone who put their name on the ballot. It was refreshing to see such a full ballot with 93 PA members casting their votes.

Here are the results!

2nd Vice President:

Robin Saxe

Secretary:

Kelly McNamara

NYSUT Delegate:

Erica Brindisi

NYSUT Alternate:

Aaron Fried
Christine Miller
Robin Saxe

Audit Committee:

Rich Kelly
Lisa Flo
Melissa Barlett

Community Outreach Committee:

Carolyn DeJohn
Brittnee Mexico
Robin Saxe

Education and Training Committee:

Sergey Myalik
Melissa Barlett

Grievance Committee:

Patti Antanavige
Alexander Haines-Stephan
Kristen Raab

Internal Communications Committee:

Jen Fanelli
Brandon Shaw
Jenny Lewis
Sam McManus
Justin Johnson
Erica Carrock

Member Engagement Committee:

Grace Costello
Erica Carrock
Jonathan Hodge
Peggy Axel

Political Outreach Committee:

Justin Rahn
David Nackley
Rosemary Mink
Alan Hazen

Research and Records Committee:

Jocelyn Ireland
Rosemary Fuoco

New Member Committee:

Kevin Siembab
Eileen Bush
Alison Doughtie
Sandy Cummings
Emily Gifford

If you are interested in assisting any of the committees, please contact the respective chair. The committee members and chairs can be found through the MVCCPA website at <https://mvccpa.org>

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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

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WEBSITE

www.mvccpa.org

Prez Desk

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 that you use when voting you use, 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."

In Solidarity,

Norma

Don't let "Sally" vote alone.

Please get out to



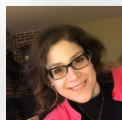
Norma Chrisman



Welcome New Members

By Eileen Bush, New Member Chair

The New Member Committee would like to welcome the following individuals (photos included as available) to the MVCC Professional Association:



Mary Vescio

Kyle Hawkins



Patricia Washington

Matthew Maloy

Gina Hayduk



Michael Kuczynski

Alyssa Devine



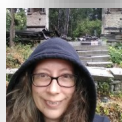
Carli Amodio



Kenny Stover



Amanda Sandstrom



Tabitha Carter



Amir Harbas

Frank Vellone

Although we were not able to welcome and meet with each of you in person with our "Welcome" binder, you did receive a welcome email and a link to our MVCC Professional Association website (www.mvccpa.org).

If you have not been able take a look at the website during your transition into your new role here at MVCC, please take some time to familiarize yourself with the website as it has a great deal of information concerning our leadership, the contract, and benefits such as the Davis Vision Plan.

As you review the material within the website, please do not hesitate to contact me, Eileen Bush with questions. If you have not formally joined our Professional Association and would like to do so please contact Norma Chrisman, so she can set you up with an electronic membership form.



Affiliate #2839



Affiliate #39015

In the News

Professor Aaron Fried Recognized

(from the WDI facebook page)

On September 25th, the Workforce Development Institute (WDI) honored Aaron Fried, member of the MVCC Professional Association at Mohawk Valley Community College (MVCC) and an Associate Professor of Anatomy and Physiology in Oneida County.

Aaron is a lifelong educator. He's been employed at MVCC for ten years and was recently promoted to serve as the Coordinator of Academic Program Development. As Chair of the PA Negotiating Committee,

Aaron was instrumental in navigating the academic, logistical, and financial challenges faced by the College as a result of the COVID-19 crisis. His adaptive leadership style led to a successful extended curriculum development agreements between the PA and the College administration.



COVID Recognition: Professor Bryan Alguire

(from the MVCC website)



Mohawk Valley Community College Professor Bryan Alguire was part of a team of three called on to develop a solution to a staff respirator inventory problem at Upstate University Hospital in Syracuse. Joe Boardman, a 1999 graduate of MVCC's Engineering Technology program, and his wife, Kathryn, work at Upstate University Hospital and reached out to Alguire when they began having issues with their powered, air-purifying respirators (PAPRs).

The PAPRs are battery-powered blowers that provide positive airflow through a filter, cartridge, or canister to a hood or face piece, and are used by hospital staff to keep them safe when working in contaminated spaces. Because the tubing for the units is meant for single-use, they were failing as hospital staff tried to clean them. Replacement tubes are back-ordered until June.

The team, which included Alguire; Walter Zarnoch III, owner of ABC Prototyping, LLC in Marcy, N.Y.; and Walter Zarnoch Jr., adjunct instructor in the College of Engineering at SUNY Polytechnic Institute in Utica, N.Y., was able to reverse engineer the units and create a new coupler design that could fit a different plastic tubing that is currently in stock. Within 24 hours, the team machined a prototype and had the design approved, then a company in Syracuse machined the parts and assembled the tubing.

Alguire has been with the College for more than a decade teaching CNC machining, and previously worked for CON-MED, a global company that develops and sells medical devices and equipment.

Navigating the Contract: Article 5.14c

By Aaron Fried, Negotiations Chair

I admit, having contributed to many of the passages in our contract, it can be pretty confusing to read. And re-read. And to re-re-read. I don't think that the contract is difficult to read out of necessity. But by process, our contract is written by committee. Actually, it's written by two committees. It is written so that everyone in the room agrees and is crystal clear about how to interpret that language. Well... crystal clear until the ink dries. Then new people fill out new roles in the committees. People forget. People retire.

Article 5.14.C.5 is our contractual language related to online courses. Transport yourself to a time in the non-so-distant past when most of were not living in a virtual environment. This article describes our rights as defined by this agreement and how online development and deployment should be working in practice. I want to run through the parts briefly.

Here are summaries of each section of 5.14.C:

- Web-based courses include 20% of the course content delivered online.
- Participation in development and online teaching is voluntary (under normal circumstances).
- You should be trained before you develop an online course.
- Size: Online classes are capped at 25 but can be moved up to 40 with mutual agreement.
- Development: There are payments involved in your first and second course developed, a course you modify (that someone else developed), and the first and second time you teach a course.
- Ownership & Priority: For a course that you develop, you own it – it is not a work for hire. You also retain rights to priority for one section per semester that the course is offered and there is a fee for someone else to use your course.
- Finally, the college can evaluate your course just as they would if you were teaching face to face.

I know that was a brief summary, but hopefully you get the point. I encourage everyone who teaches or might have ever thought of developing a course for online to think about 4, 5, and 6. I know it's hard, but try and set aside the remote teaching that is occurring now during the pandemic, but as it relates to online teaching, what is most important? Class size, Development payments, or Ownership & Priority?

I will be sending a follow-up survey closer to the end of October. I want everyone in the unit to be able to weigh in. I encourage you to think of everyone in the entire unit. It is easy to give up Development payments, for example, if you have already developed your two courses. How would you feel about developing a course that you wouldn't own or have priority to teach? Is 40 students a manageable size for a normal online class experience?

As always, feel free to reach out with questions or clarifications about the contract or negotiations process.

Don't forget....Election Day is Tuesday, November 3rd!



What Does That Mean for Me?

By Patti Antanavige, Grievance Chair

Union Jargon and Representation Rights

It's time to get back to the basics. We need to make sure that every member understands their rights as outlined in our Collective Bargaining Agreement. So here's the run down on some union specific terms and what they really mean.

Collective Bargaining Agreement (CBA)

This is often synonymous with "contract". It's the agreement the union enters into with the college for a specified period of time that covers topics like wages, hours, terms and conditions of employment, benefits, and discipline procedures. It is the end product of the negotiations process.

Discipline

A formal set of agreed upon progressive actions the college can enact if a union member fails to act appropriately.

Our agreed upon disciplinary actions at this time are:

Oral Warning

Written Warning

Written Reprimand

Suspension

Termination

While we do maintain a progressive disciplinary agreement with the college, egregious offenses may skip lower discipline levels depending on the severity of the offense.

Grievance

A formal complaint raised by an individual or group of individuals (that is/are a part of the union) that is brought forth to the employer.

Not every complaint brought to the Grievance committee makes it to the formal grievance process. The job of the grievance committee is to work with members to help determine the impact the issue might have on our collective bargaining agreement. In the past, many grievances were filed because the college and the professional association could not come to an agreed upon resolution before a grievance was filed.

Currently, both the professional association and the college have been working together to try and resolve issues before bringing forth formal charges. In the past academic year, we only filed one grievance (that has been resolved) while there have been a handful of issues that have been resolved on an individual basis. If you ever feel like you need support, please don't hesitate to reach out to any member of the grievance committee. It's our job to listen, support, and guide members as needed.

Current Committee Members:

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

Retrenchment

The action of reducing positions within an organization through a review of business needs.

Our collective bargaining agreement has language that pertains to how the college identifies and notifies individuals who are retrenched as well as their rights and benefits. Specifically of note, Faculty members within the Professional Association must be notified of their retrenchment no later than five (5) business days after the April Board meeting. Non-Teaching professionals must receive written notice not less than 6 months prior to the effective date of retrenchment.

Weingarten Rights (Right for Representation)

Due to a Supreme Court ruling, employees have the right to request union representation when involved in an investigatory interview. Employees can invoke this right anytime before the meeting and in fact during the meeting. If you are refused representation, you need to denote this in your personal records of said meeting. Employees also have the right to stop a meeting if they are not allowed representation. If the meeting continues, the employee who has asked for representation, and was denied by continuation of the meeting is within their rights to refuse to answer further questions.

Generally speaking, when MVCC calls an investigatory meeting with a member of the Professional Association, the grievance chair is notified of the meeting and either will attend the meeting themselves or will call upon members of the grievance committee to attend in their absence or in addition to the chair.

If you ever have any questions regarding the contract or a situation at work please do not hesitate to reach out to the Grievance Committee. All issues are kept in strict confidence.

MVCCPA Member Benefits

By Justin Wilcox, Member Benefits Chair

Need Legal Assistance during this COVID pandemic? The benefits fund has a legal service benefit that may be of assistance to you! If you wish to make a will or health care proxy this is a free service.

If you find yourself in a situation and need legal assistance please contact the team of professionals below.

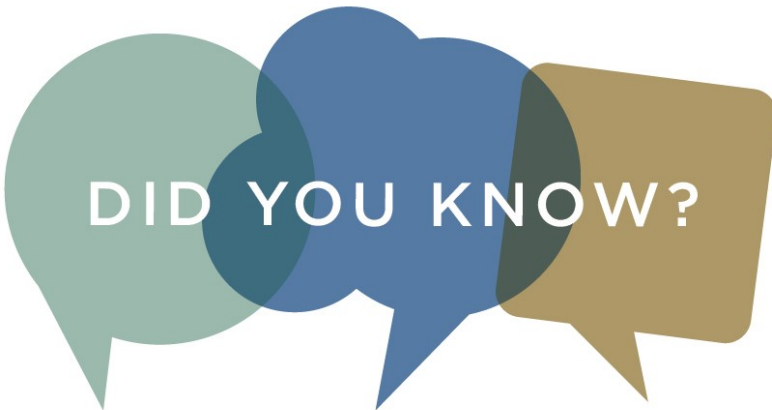
Feldman, Kramer & Monaco, PC

Toll-free number for NY Residents (1-800-832-5182) or

Toll-free After Hours Hotline (1-800-292-8063).

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

jwilcox@mvcc.edu or 315-792-5319



Your union member ship affords you discounts at certain retailers. Show your NYSUT card when checking out at your locals Michael's Craft store to receive a 15% discount!



@ **Michael's** = 15%
MAKE CREATIVITY HAPPEN™

MEMBER TIPS

Community Support: It's What We do!

By Robin Saxe, Community Outreach Chair



Partnership with Utica City Schools Continues

We will be collecting school supplies for Kernan Elementary school in anticipation of students hopefully returning to the classroom. Please consider donating such items as crayons, pencils, notebooks, folders, backpacks glue sticks and more. We will also collect children's hats, gloves and scarves as the cold weather is right around the corner. Donations can be dropped off in Payne Hall 104H.

October is Breast Cancer Awareness Month

MVCCPA has teamed up with NYSUT to raise funds for the fight against breast cancer. You can make a donation using the link on the PA Facebook page or by going to the following link and choosing team NYSUT Utica. Donations can be made through the end of the month.

https://secure.acsevents.org/site/STR?pg=entry&fr_id=97719



Supporting Our Community

Please continue to look for other donation and volunteer opportunities coming your way as we continue to support our local community. If you have a volunteer event that you would like us to consider please contact Robin Saxe rsaxe@mvcc.edu

Recognizing Essential Workers



New Hartford Animal Hospital



Rome Animal Hospital



Walgreens—Black River Blvd.



Kernan School Says Thanks!

Four bags of coats, hats, mittens and boots were delivered to our friends at Kernan Elementary School.

They were grateful to receive our donation and gave this in return of our generosity. Those who email mvccpa.org@gmail.com and mention that you saw this, will be entered for a chance to win the two short sleeve shirts and coffee mug shown in this photo.

Submission deadline 10/30/2020 4:00pm



Ramsey, Marshall. "What's you superpower?" cartoon April 4, 2019 New York Teacher Web 10/13/2020 UFT <https://www.uft.org/news/opinion/editorial-cartoons/whats-your-superpower>

Be the Union!

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ASSOCIATION
BARGAINING
BENEFITS
COLLABORATE
COLLECTIVE
COMMUNICATE

CONTRACT
EDUCATE
GRIEVANCE
MEMBER
MVCCPA
NEGOTIATE
NYSUT

PROFESSIONAL
PROUD
STRONG
UNION
VALUE
VOICE