

Special Interest? You Bet!

by Kevin Peterman

As we approach the November elections I keep hearing “we have to stop the special interests.” This rhetoric is coming from all levels of government—nationally, at the state level, and locally. Hey, that’s me they’re talking about. Yes, as a professor and union leader, I am (and have) special interests. And proud of it!

Is it wrong to want more resources for community colleges? Is it wrong to keep tuition as low as possible for our students? Is it wrong to want new buildings, nice surroundings, and the latest technology for SCCC? I think not. If we don’t advocate, educate, and lobby for our needs, who will?

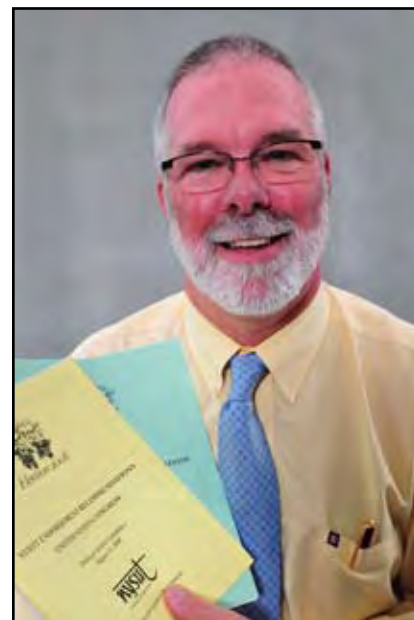
This year was, and will be, an exceptional opportunity for us to mobilize and make our special interests a priority. In February,

the FA leadership was in Albany as part of NYSUT’s efforts to get more funding for higher education. Unfortunately, with the downturn in the economy, we needed to change our strategy and make sure we did not get any cuts in funding. It is sad when you claim “victory” because your funding (FTE aid) did not get a decrease.

In the spring our efforts were local. First, the college’s capital projects were in jeopardy. You delivered! We asked faculty to send emails to our county legislators and over 6,000 emails were sent to the 18 legislators. Well, it wasn’t that simple, but it really helped!

We did help the college and legislators work out a few kinks, and three major projects were kept alive. As a result, the Grant Campus library, the redesign of the space where the existing library is located, and the Eastern Campus Health and Sports facility were added back to the county’s capital budget by the legislature. Even though the county executive vetoed the projects, the legislature prevailed and the vetoes were overridden.

While there is no money this year for the construction, the fact that the projects are in the county’s 2009-2011 capital budget assures SUNY that the local sponsor (Suffolk County) is serious about these projects. You see, capital projects are funded by SUNY and the county, each allocating 50% of



the cost for the buildings. SUNY has \$28 million in its capital budget for the three projects. If these projects were not in the county’s 2009-2011 capital budget, SUNY might have removed them from its budget.

This August the college budget, which included no increase in state aid and no increase in the county’s contribution, was finally approved. Yes, there was the usual process. The college budget was submitted to the county executive, he vetoed it, and the legislature voted (18-0) to override the veto. And yes, there was an annual tuition increase of \$120 for our students.

So, I guess I have special interest and it is SCCC.

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Stylin' and Profilin' with the Executive Council Representatives

by Cynthia Eaton

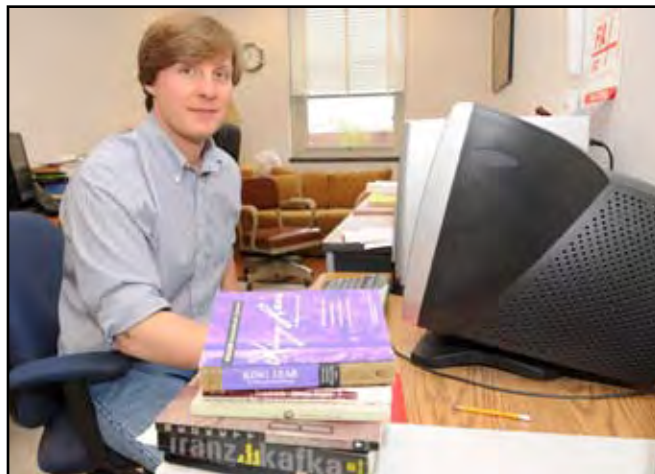
Ten Questions for Adam Penna (Assistant Professor of English, Ammerman)

Cynthia: Adam, I know that your first love is poetry and that you're very active in creative writing initiatives at the college. So, what's a nice poet like you doing in a union like this?

Adam: [laughs] When I first came to Suffolk, there was sort of a choice between governance/administrative service or FA service, and my interests in community, community outreach, and social justice issues really fit more with the FA. Once I started getting involved, well, then I was hijacked [laughs]. I was grateful for it actually because I was in a temporary position for my first semester and my goal was to make myself as essential as possible. That turned out to be a good plan because it enabled me to do the things that I want to do, such as co-chairing the Community Outreach Committee (COC), serving on the Executive Council, and participating in creative writing initiatives for my college-wide service, rather than things that I have to do.

1. **Cynthia:** What do you see as the connection between poetry and union activism, or between poetry and community outreach?

Adam: I don't see a disconnect between poetry and anything. Poetry is just how I see the world; whether with my students, my colleagues, etc., the way that I navigate the world is through the act of poetry. In particular with the COC, the one good reason one would write poetry is to lead a richer, fuller life, and I think that in this case,




poetry helps me figure out my place in life. So in activism, it's all informed by the reflection that poetry allows. Poetry is sort of the starting point, and then I act, and reflect/reassess and keep moving forward. Unfortunately, so many people, even poets, don't make the leap from introspection to action, but I don't see it that way. There has to be a more essential *something* after poetry. Poetry doesn't and shouldn't exist only in the classroom; it comes from life, from the world, and leads to action in the world.

2. **Cynthia:** What one word would you use to describe yourself? What one word would your friends use to describe you? How about your wife?

Adam: This is hard. I don't know. I guess I would say grateful. I'm a pretty grateful person. I've been called passionate, but I don't always think that that's a compliment—it's not the source, it's the byproduct of something else. I understand gratitude differently. A student wrote a poem about gratitude recently and it's about the attempt to be grateful. My goal is to attempt to be grateful.

I wish I knew how other people see me, I'm not always sure. I hope they would think of me as enthusiastic. Even when I'm bummed, I'm pretty enthusiastic. My wife Maura would say that I'm too earnest, especially in relation to work. There's this distance between who

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 **THE WORD**

Cynthia Eaton Co-Editor
Joyce Gabriele Co-Editor
Kevin Peterman Photographer

AFTCN
Communicators Network

FYI: Highlights from the Executive Council

and other news of note

- **Dues Deductions:** Dues deductions for full-time faculty will begin September 11 and continue for 19 paychecks, ending May 21, 2009. Fall 2008 adjunct dues deductions will begin October 23 and continue for 4 paychecks, ending December 4.
- **2008-2009 Budget Approved:** On August 26, FA Treasurer Joyce Gabriele presented the FA's 2008-2009 budget to the Executive Council. The budget is based on an average of 490 full-time and 1,240 part-time faculty. Information about the budget and dues deductions can be found on pages 10-11 in this issue. The EC approved the budget after healthy discussion.
- **Adjunct/Overload Pay Rates:** The adjunct/overload pay rates for this academic year are as follows:

| | <i>rate per credit/ contact hour</i> | |
|---------------------|--|----------------|
| | <u>overload</u> | <u>adjunct</u> |
| P | \$656 | \$656 |
| P1 | \$773 | \$773 |
| P2 | \$853 | \$853 |
| Specialist | \$915 | \$915 |
| Specialist 2 | \$983 | \$983 |
| Instructor | \$933 | \$1012 |
| Assistant Professor | \$1022 | \$1098 |
| Associate Professor | \$1104 | \$1178 |
| Professor | \$1218 | \$1289 |

- **Adjunct/Overload and Promotion Bonus Checks:** There will be seven adjunct/overload paychecks beginning October 9 and ending December 31, 2008. Full-time faculty promoted on September 1, 2008, will receive their promotion bonuses (5% of base salary) on October 2.
- **Sabbatical Application Deadline:** The application deadline for 2009-2010 sabbatical awards is October 15, 2008. Each year 18 sabbaticals can be awarded: 9 half-year (at full pay) and 9 full-year (at half pay).

If you have an idea for a sabbatical project, visit the FA website, which provides answers to frequently asked questions regarding sabbaticals, application forms, and examples of successful applications from earlier years.

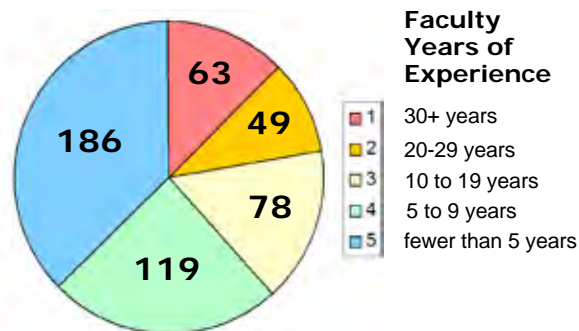
In the last few years, sabbaticals have been awarded to PAs, painters, writers, librarians, mathematicians, biologists, and economists—in other words, to any faculty members who articulate an academic or intellectual endeavor that they are prepared to pursue and which will benefit them professionally and, thus, benefit the college. The FA is here to help you with the articulation—with, in effect, writing the grant application. We'll lead you through the process and increase your chances of success.

If you're considering applying for a sabbatical for next year, contact Marie Hanna at the FA office for assistance in preparing your proposal.

Sabbatical workshops will be held on each campus on the following dates, during common hour:

| | |
|----------|--|
| Ammerman | September 10 Babylon Student Center Old Field Room |
| Eastern | September 24 Corchaug 018 |
| Grant | September 17 Sagtikos 221 |

- **Full-Time Faculty Statistics:** As shown in the chart below, the majority of our full-time faculty have fewer than ten years of experience at Suffolk.



- **Estee Lauder Warehouse Tickets:** The FA has Estee Lauder Warehouse passes for the following dates: September 6, October 18, and October 25. Call Anita at 451.4151 for details.



Stylin' and Profilin'

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I am at work, at home, and with friends. A few weeks ago, I was in a public access TV program and she made me sit down and watch it. It was very painful to see myself on television.

3. Cynthia: As a child, what did you want to be when you grew up?

Adam: A superhero. I'm not sure that I've given up on that [*laughs*]. I didn't want to be any specific superhero but my own superhero. Someone who would fight for truth, justice, and the American way. My powers were the typical things, I suppose, but I did imagine that being able to fly would have been very important. Not sure how that would have saved the world.

In undergraduate school, I decided on another irrelevant career choice: poetry [*laughs*]. In high school, I wasn't really interested in school and actually did better in math and science than English. I got Cs in English class. One time I was in detention in 10th or 11th grade when I was asked to show up at the auditorium. It turns out it was to receive a creative writing award, much to my chagrin. My friend and I were busy heckling the award recipients, wondering which nerd would win it, then I heard my name called.

4. Cynthia: You've been at Suffolk for 9 years. What did you do before your current position?

Adam: I went to Southampton College upon the advisement of Robin Bourjaily, who encouraged me to major in English and creative writing. But I was more focused on writing than on teaching. Once I started teaching, however, I seemed to like it—and it seemed to really like me. I was an adjunct first, hired by Ed Joyce in September 1999, then I was hired full time in January 2003.

5. Cynthia: I know that you and Maura want to start a family. Would you want your children to be like you when they grow up?

Adam: I would be glad if my children didn't have to learn everything the hard way, and yet I do hope that they will have to learn some things the hard way. I have an ambivalent feeling about experience. On one hand, it's the only way I learn—poetry makes sense because it's experience itself and a record of that experience—but it would also

be nice to get to learn something without having to go through it first hand. My parents have suffered my desire to learn all things first hand [*laughs*]. Maybe that's where the superhero flying comes in.

6. Cynthia: Speaking of careers, if you could be or do anything else, what would you choose?

Adam: A monk [*laughs*]. I don't know. It would have to be in public service in some way, perhaps a politician. I could more easily name all the careers that I couldn't do because I'd be so ill suited for them. Other than poeting, I mean. Today, when I woke up and looked outside, I thought I'd like to be a farmer. Not for the work itself, which is backbreaking and difficult, but to be outside. Now that I think of it, I'd like to be professional walker, one who saunters through the woods and gets paid for it.

7. Cynthia: Be honest: What do you like most about your job? And a trickier question: What do you like least about it?

Adam: I like that I get paid to teach books and authors that I love. I've always loved the idea that I can sustain myself in a physical way through an intellectual activity. The idea that my brain, my imagination, supports me is something that I can't get over. But I especially love the teaching part and watching students wake up. Robert Bly translates a poem by Kabir that ends: "Wake up, why not wake up now?" This is what every class asks us to do. I suspect what I like least is the committee work, but I wouldn't say that I dislike it; I would say that it's the biggest challenge.

8. Cynthia: What does it mean to you to be an Executive Council Representative?

Adam: It seems very simple to me in that it's my aim is to represent the English department on the Ammerman campus and be sort of their voice and their ear in the EC meetings—a job that is not always easy to do, especially the voice part. Every time I ask if people have a problem to bring to the EC meeting, there's often silence because I think the FA has done a good job dealing with problems that the faculty face.

It'll be interesting to see how this changes as a new generation of faculty solidify, as the officers retire, as the administration changes, as

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Union: Know Thyself

by Ellen Schuler Mauk

For those of us who have been at the college for “some time,” it comes as quite a surprise that two-thirds of our full-time membership has been here fewer than ten years and that almost half of those newer members were not here when we ratified our last contract in 2006. (see our full-time faculty statistics on page 3). Since that time we’ve also added approximately 300 new adjunct members as well. Given the shift in membership demographics over the past four years and our belief that a union should reflect the needs and issues of its membership, the FA officers and Executive Council believe that it’s time that we conduct a membership survey again.

Last time the membership survey was a pen and paper survey. This time we plan to send out the survey electronically—to make it easier for you to respond and to save a couple of trees in the process. So sometime between the 2nd and 4th weeks of October, you’ll be getting an email from the FA asking you to complete our survey. We hope you do. After all, this is one way that you can make sure that the Faculty Association is *your union*.

THE WORD Editorial Policy

The WORD is the voice of our local. This is our primary vehicle for bringing members, on a regular basis, the views and actions of the leaders. Throughout the publication will be descriptions and reports on the union’s programs, positions, and politics as well as showing the variety of ways dues are expended. It is our intent to publish 8 to 10 issues per year on a monthly basis.

This newsletter, unlike a newspaper, is not designed to have a “Letters to the Editor” column nor does it accept an advertisement unless it has been screened and approved as a member benefit by NYSUT or AFT. The FA will receive a rebate for each NYSUT/AFT ad it runs in an issue of *The WORD*.

The WORD is also the voice of its members. Articles about the Faculty Association, its members and their concerns are welcome. All articles should contribute positively to the welfare of the Faculty Association and its members. We will not accept partisan articles or articles which attack any union leader or member. We will accept a thoughtful discussion of all related issues of concern to FA members. We reserve the right to edit articles not only for space and content but also those that seem to reflect a misunderstanding of the union and its policies or those which contain misinformation. The editors are the final authority for all editorial decisions.

In the event of any inadvertent misstatement or factual error, the correction will be made in the next issue of *The WORD*.

Adjunct Update

by Cynthia Eaton

On August 21 and 23, I presented at the new adjunct faculty orientations and was happy to meet approximately 100 new adjunct colleagues at those meetings.

We currently have over 2,200 adjuncts employed at the college, and during any given semester, about 1,200 actively working.

Faculty at the new adjunct orientations asked smart questions, and everyone seemed engaged in the activities and eager to get started. So welcome to our new adjunct faculty—and welcome back to our returning adjunct colleagues!



- **New Adjunct Faculty:** At the adjunct orientations, I provided all new adjuncts with “The FA Adjunct Survival Guide” and other materials. Contact me if you were unable to attend the meetings and would like a “goody bag.”

New adjuncts should know that by the end of your first semester, you **MUST** submit your academic transcripts to the Office of Faculty and Professional Advancement and obtain a faculty ID card. Per college policy, failure to comply will result in being removed from your assignments.

- **Free 2008-2009 Wall Calendar:** The FA calendar featuring important college and FA dates, including all NORA deadlines, for the 2008-2009 academic year will be in all adjunct offices by the time this issue hits your mailbox.
- **NORA Deadlines:** The Notice of Reasonable Assurance (NORA) forms for Spring 2009 will be available on October 1. Sometimes faculty indicate dates and times on their NORA forms in October, but later discover that they are no longer available at those times. In these cases, you should contact your department chair immediately to notify him or her of these changes. While we cannot guarantee that your new availabilities will be accommodated, you should at least notify your chair of the changes.

Thinking Critically With Our Newest Faculty

by Cynthia Eaton

After two full days of extensive orientation to life as a faculty member at Suffolk Community College, what stood out most to Catherine Kottis, a PA in Natural Sciences (G), was a penny.

“Each group was given this coin, this penny,” Kottis noted, “and we had to think about what you could tell about our culture from this simple, everyday object. We talked about the references to religion, to government, to liberty, and it made me see how everyone has different points of view, different opinions. Not everyone sees things in the same way, and this hands-on activity was a smart reminder of that.”

Kottis was one of the new faculty members participating in the professional development program for first-year faculty, which is co-sponsored each year by the college’s Office of Academic & Student Affairs and the Faculty Association. On August 19, new faculty received an orientation to the college in the morning, then an orientation to the FA in the afternoon. On August 20, new faculty participated in the “Infusing Critical Thinking into the Classroom” workshop. Led by NYSUT Education and Learning Trust educator Therese Burke, one of the activities was the coin exercise cited by Kottis.

All College Orientation and FA Orientations

The college and FA orientations were clearly valued by our newest colleagues. Eric Bush, Music (A), said, “I really enjoyed learning from David Quinn,” the campus head librarian at Grant, “because he gave me great insight about how many lives we can touch here at the college.” Joe Gansrow, English (G), said that he enjoyed the college orientation as well: “What I took away was the power of the college’s mission statement. I believe in that statement,



Ellen Schuler Mauk welcomes new faculty during the FA Orientation on August 19.

and it was inspirational to hear others talking about how they truly want to transform students’ lives and our communities.”

Critical Thinking Workshop

Nelly Sta Maria, Psychology (A), indicated that while she greatly appreciated the information provided in the orientations, the critical thinking workshop was more valuable because “it’s our first time working together as colleagues on projects rather than just listening. It’s more participatory, and I enjoy getting to know everyone.” Deborah Kaufmann, Natural Sciences (G), agreed: “The camaraderie is nice. This is a wonderful experience!” Added Paulette Brinka, Communications (A), “Since I’m in communications, I’m finding this critical thinking workshop incredibly useful. I’d like to use this in my classroom to make things a lot richer, a lot deeper.”



FA President Ellen Schuler Mauk participates in group work with [clockwise from bottom left] Paulette Brinka, Cynthia Pierce, Tom Gordon, and Ye Li.

Ye Li, Strategic Language Institute (G), indicated that both sessions have been most useful for her. “I first came to Suffolk in January, so I didn’t have these workshops at first. I did, however, have a mentor. The mentor assigned to me by the FA was Marlene DuBois in the English Department, so it was very good to have her to call whenever I had a question.”

Participants in “Infusing Critical Thinking into the Classroom” received complimentary copies of *Learning to Think Things Through: A Guide to*

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Critical Thinking

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Eric Bush (left) works with Jonathan Brockman and Jordan Berger to prepare their group's presentation.

Critical Thinking Across the Curriculum and How to Improve Student Learning: 30 Practical Ideas. Other workshops required for new faculty in their first year include “Campus-Based Institutional Technology Resources,” “Strategies for Dealing with Disruptive Students,” and “The Role of Teaching & Learning Styles in Enhancing Instructional Effectiveness.”

Please join the FA in welcoming the following individuals as our newest colleagues at Suffolk.

| | |
|-------------------------|---------------------------|
| Richard Amster | E Culinary Arts |
| Jordan Berger | A Automotive Technology |
| Gina Brancato | G Counseling |
| Suzanne Barretto-Wansor | E Nursing |
| Travers Breen | A Physical Education |
| Jonathan Brockman | A Chemistry |
| Eric Bush | A Music |
| Christine Delustro | E Culinary Arts |
| Joseph Gansrow | G English |
| Michelle Gentile | G Health Sciences |
| Thomas Gordon | A Biology |
| Chandranthi Kahanda | A Chemistry |
| Monica Lozano | G Student Support |
| Rosemary McAllister | A Reading |
| Carlene McFadyen | A Communication |
| Matthew Okerblom | E Student Support |
| Cynthia Pierce | E Coordinator |
| Nelly StaMaria | Dietary Technology |
| Troy Tucker | A Psychology |
| James Wilson | A Specialist |
| Vincent Winn | G Mathematics |
| Helen Wittmann | E Culinary Arts |
| | E Campus Coordinator, ETU |

New Member Program Contact Information



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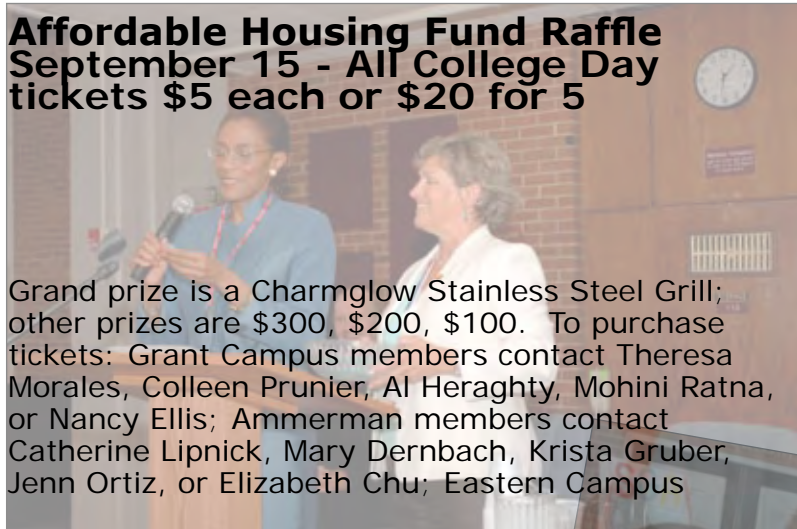
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Community Outreach Committee

Fall 2008 Calendar of Events

Affordable Housing Fund Raffle September 15 - All College Day tickets \$5 each or \$20 for 5

Grand prize is a Charmglow Stainless Steel Grill; other prizes are \$300, \$200, \$100. To purchase tickets: Grant Campus members contact Theresa Morales, Colleen Prunier, Al Heraghty, Mohini Ratna, or Nancy Ellis; Ammerman members contact Catherine Lipnick, Mary Dernbach, Krista Gruber, Jenn Ortiz, or Elizabeth Chu; Eastern Campus



Fall Plant Sale to Benefit Suffolk County AHRC

October 6 - Eastern
October 7 - Grant
October 8 - Ammerman



Habitat for Humanity Day of Building

October 11

Space is limited!
RSVP by October 2
to Adam Penna
(pennaa@sunysuffolk.edu)
or Dan Linker
(linkerd@sunysuffolk.edu).



Thanksgiving Holiday Turkey Donations

Thanksgiving Week

to benefit
Suffolk County
food pantries



Full-Time & Adjunct Faculty Promotions

Please join the FA in congratulating all of our full-time (listed below) and adjunct faculty (listed at right) who have been promoted this year. The following individuals enjoy their new titles and ranks effective September 1, 2008.

Paul Basileo (A)
Gwendolyn Branch (E)
Christine Capuzzo (G)
Doreen Coppa (A)
Michelle Cummings-Fowler (C)
Anabel Darini (A)
Cynthia Eaton (E)
Nancy Ellis (G)
Diane Fabian (G)
Bernadette Garcia (G)
Emily Gargano (G)
Anindita Ghosh (A)
Constance Green (A)
Sarah Gutowski (A)
Robin Hill (C)
Louise Johnston (E)
Yvon Joseph (G)
Jason Kankel (A)
Allen Keener (G)
Myung-Chul Kim (A)
Martha Kinney (G)
JoCurtis Lester (A)
Wenxin Li (A)
Catherine Lipnick (A)
Pamela Lynch (A)
Andrea Macari (G)
Gertrude Mauri (G)
Bruce MacDonald (E)
Iorden Michev (A)
Teresa Morales (G)
Dante Morelli (A)
Toni Anne Nhotsoubanh (G)
John Parbst (A)
Karen Pepe (A)
Colleen Prunier (G)
Kathie Rogers (E)
Jill Thornton (A)
Michaelann Tostankoski (G)
Tania Velazquez (G)
Damon Vogel (E)
Eric Weinstein (G)
Charles Wittreich (A)
Karen Wolf (A)
Anthony Zajac (G)

Nicholas Bosco (A)
Christopher Brennan (A)
Elizabeth Buzash-Pollert (A)
Annemarie Cervo (G)
Kathleen Clifford (A)
Anthony Cuccaro (G)
James Erickson (G)
Sheila Fox (A)
Trevor Fraser (G)
Michael Frost (G)
Darlene Gelin (A)
Thomas Gordon (A)
Pola Griego (A)
Robert Haack (A)
Lois Halpin (A)
Philip Harrington (A)
Patricia Hebron (A)
Charles Hinrichs (G)
Joan Horn (A)
Gerda Hyacinthe (A)
Christopher Jentsch (G)
Darren Johnson (A)
Vishwas Joshi (A)
Dawn Lee (A)
Deborah Lesser (A)
Jonathan Leventon (G)
Anthony Logallo (A)
Robert Mancini (A)
Theresa Marino (E)
Danielle Miller (A)
Michelle Munro (A)
Balan Nagraj (A)
Christina Nalty (G)
Kimberly Peters (G)
Deborah Polansky (G)
Patricia Posthauer (G)
Byron Preston (A)
Paul Robinson (G)
Rachel Rojas (A)
James Rooney (G)
Mary Ryder (E)
Lorraine Sanso (A)
William Schaub (A)
Allen Silver (C)
Henry Thode (A)
Dawn Totevski (A)
Margaret Trinidad (A)
Linda Vanella (A)
Susan Vitale (A)
Ranelle Wayne (E)
Toni Welkes (G)
Catherine Wynne (C)
Michael Zartler (G)

Budget for Fiscal Year 2008-2009

by Joyce Gabriele

| | PROJECTED ² 2007-2008 | BUDGETED 2007-2008 | *** PROPOSED *** BUDGET 2008-2009 |
|--|-------------------------------------|-----------------------|--------------------------------------|
| INCOME BY SOURCE (\$): | | | |
| 1. Membership Dues | \$627,742 | \$619,526 | \$645,713 |
| 2. Interest | \$2,429 | \$1,736 | \$1,284 |
| Miscellaneous | \$11,604 | \$11,000 | |
| | ----- | ----- | ----- |
| TOTAL RECEIVED | \$641,775 | \$632,262 | \$646,997 |
| EXPENSES BY FUNCTION (\$): | | | |
| 3. Office Services..... | \$62,806 | \$61,223 | \$64,655 |
| 4. Employee Taxes/Benefits..... | \$9,092 | \$11,302 | \$11,396 |
| 5. Office Supplies..... | \$5,458 | \$4,200 | \$5,500 |
| 6. Office Capital Expense..... | \$6,525 | \$6,071 | \$7,771 |
| 7. Telephone..... | \$4,689 | \$5,100 | \$4,440 |
| 8. Mailing..... | \$8,037 | \$8,400 | \$8,500 |
| 9. Office & Assoc. Insurance..... | \$1,097 | \$1,125 | \$1,125 |
| 10. NYSUT/AFT Delegate Assemblies.. | \$13,037 | \$18,960 | \$9,580 |
| 11. Workshops/Seminars..... | \$8,668 | \$17,100 | \$13,600 |
| 12. Negotiations/Legal/Grievances..... | \$13,966 | \$12,500 | \$14,000 |
| 13. Publications & Public Relations..... | \$38,432 | \$22,420 | \$42,994 |
| 14. Membership Services..... | \$22,271 | \$26,883 | \$23,200 |
| 15. Stipends..... | \$36,377 | \$36,377 | \$37,454 |
| 16. Administrative Expenses..... | \$6,963 | \$5,200 | \$7,200 |
| 17. SCOPE/NYCOSH Expenses..... | \$1,332 | \$1,425 | \$9,425 |
| 18. Insurance Expense..... | \$539 | \$560 | \$560 |
| 19. Audit..... | \$4,000 | \$4,000 | \$5,000 |
| VOTE/COPE Expenses..... | \$6,540 | \$7,700 | |
| 20. Other Disbursements..... | \$918 | \$1,300 | \$1,300 |
| LOCAL EXPENSES: SUBTOTAL | \$250,747 | \$251,846 | \$267,700 |
| 21. Per Capita Dues NYSUT/AFT ¹ | \$389,878 | \$374,182 | \$386,485 |
| | ----- | ----- | ----- |
| TOTAL EXPENSES | \$640,625 | \$626,028 | \$654,185 |
| TOTAL RECEIVED | \$641,775 | \$632,262 | \$646,997 |
| | ----- | ----- | ----- |
| 22. Gross Surplus (Deficit) | \$1,150 | \$6,234 | (\$7,188) |
| CASH STATUS: | | | |
| 23. Net Cash at End of Year ³ | \$169,466 | \$175,700 | \$162,278 |
| | ===== | ===== | ===== |
| MEMBERSHIP STATUS (JUNE): | | | |
| 24. Full-Time | 490 | 489 | 490 |
| 25. Adjunct | 1,232 | 1,150 | 1,240 |
| TOTAL | 1,722 | 1,639 | 1,730 |
| PER CAPS (PER MEMBER): | | | |
| 26. Full-time | \$458.40 | \$458.40 | \$476.20 |
| 27. Adjunct (1/2 dues) | \$229.20 | \$229.20 | \$238.10 |
| 28. Adjunct (1/4 dues) | \$114.60 | \$114.60 | \$119.05 |
| 29. Adjunct (1/8 dues) | \$79.35 | \$79.35 | \$82.55 |

NOTES TO BUDGET

1. Per Capita Dues are also shown as a percentage of the membership dues as a broad check on calculations. Projected dues based on 2006-2011 contractual rates.
2. Based on actual results through July 31, 2008, and projected results through August 2008.
3. Total accumulated funds (Net Cash at End of Year) carried from line 23.

Dues Deductions for Academic Year 2008-2009

by Joyce Gabriele

Dues for full-time members of Unit III are **\$476.20** plus ½% of the annual contract salary for 2008-2009.

Deductions for adjunct classroom and non-classroom faculty are the **\$41.28** plus ½% of contract salary received, for earnings less than \$3,750 per semester. For earnings between \$3,750 and \$7,499 per semester, dues will be **\$59.53** plus ½% of contract salary received. Earnings over \$7,500 will be **\$119.05** plus ½% of contract salary received.

Those working under continuing and term appointments will have 19 deductions starting with the September 11, 2008, payday. Individuals working under a one-semester contract will have six deductions starting with the payday of September 11, 2008. Adjuncts will have four (4) deductions beginning with checks distributed on October 23, 2008.

Those having 19 deductions can find the amounts to be withheld by entering the table in Column A at their 2008-2009 steps. Find your annual dues/agency fee in Column B and your biweekly deduction in Column C. For special cases or questions, please contact Anita Greifenstein at the Faculty Association Office, 451-4151.

Column A: 2008/09 Contract Salary (\$)

Column B: 2008/09 Dues/Agency Fee (**\$476.20** plus .05% of annual salary)

Column C: Deduction (\$) on each of 19 checks

| P, P1, and P2 | | | | Classroom Faculty, Librarians and Counselors | | | |
|---------------|----------|----------|---------|--|-----------|----------|---------|
| STEP | A | B | C | STEP | A | B | C |
| 1 | \$33,724 | \$644.67 | \$33.93 | 1 | \$47,771 | \$714.97 | \$37.63 |
| 2 | \$35,129 | \$651.70 | \$34.30 | 2 | \$49,762 | \$725.04 | \$38.16 |
| 3 | \$36,593 | \$659.11 | \$34.69 | 3 | \$51,837 | \$735.30 | \$38.70 |
| 4 | \$37,025 | \$661.20 | \$34.80 | 4 | \$53,997 | \$746.13 | \$39.27 |
| 5 | \$39,645 | \$674.31 | \$35.49 | 5 | \$56,248 | \$757.34 | \$39.86 |
| 6 | \$41,232 | \$682.29 | \$35.91 | 6 | \$58,591 | \$769.12 | \$40.48 |
| 7 | \$41,651 | \$684.38 | \$36.02 | 7 | \$61,034 | \$781.28 | \$41.12 |
| 8 | \$44,594 | \$699.01 | \$36.79 | 8 | \$63,576 | \$794.01 | \$41.79 |
| 9 | \$46,378 | \$707.94 | \$37.26 | 9 | \$66,225 | \$807.31 | \$42.49 |
| 10 | \$48,235 | \$717.25 | \$37.75 | 10 | \$68,985 | \$820.99 | \$43.21 |
| 11 | \$50,164 | \$726.94 | \$38.26 | 11 | \$71,856 | \$835.43 | \$43.97 |
| 12 | \$52,270 | \$737.39 | \$38.81 | 12 | \$74,852 | \$850.44 | \$44.76 |
| 13 | \$54,257 | \$747.46 | \$39.34 | 13 | \$77,970 | \$866.02 | \$45.58 |
| 14 | \$56,428 | \$758.29 | \$39.91 | 14 | \$81,219 | \$882.17 | \$46.43 |
| 15 | \$58,684 | \$769.50 | \$40.50 | 15 | \$84,603 | \$899.27 | \$47.33 |
| 16 | \$61,034 | \$781.28 | \$41.12 | 16 | \$88,127 | \$916.75 | \$48.25 |
| | | | | 17 | \$91,797 | \$935.18 | \$49.22 |
| | | | | 18 | \$95,624 | \$954.37 | \$50.23 |
| | | | | 19 | \$99,608 | \$974.13 | \$51.27 |
| | | | | 20 | \$103,593 | \$994.08 | \$52.32 |

| Specialists | | | |
|-------------|----------|----------|---------|
| STEP | A | B | C |
| 1 | \$50,164 | \$726.94 | \$38.26 |
| 2 | \$52,270 | \$737.39 | \$38.81 |
| 3 | \$54,257 | \$747.46 | \$39.34 |
| 4 | \$56,428 | \$758.29 | \$39.91 |
| 5 | \$58,684 | \$769.50 | \$40.50 |
| 6 | \$61,034 | \$781.28 | \$41.12 |
| 7 | \$63,473 | \$793.44 | \$41.76 |
| 8 | \$66,012 | \$806.17 | \$42.43 |
| 9 | \$69,643 | \$824.41 | \$43.39 |
| 10 | \$72,428 | \$838.28 | \$44.12 |
| 11 | \$75,325 | \$852.72 | \$44.88 |
| 12 | \$78,338 | \$867.73 | \$45.67 |
| 13 | \$81,472 | \$883.50 | \$46.50 |

STATEMENT REQUIRED BY FEDERAL REGULATION

Dues, contributions, or gifts to the Faculty Association of Suffolk Community College are not deductible as charitable contributions for federal income tax purposes. Dues paid to the Faculty Association, however, may qualify as business expenses, and may be deductible in limited circumstances subject to various restrictions imposed by the Internal Revenue Code.

The Cost of Health Insurance

by Ellen Schuler Mauk

Before your eyes readjust from having glazed over reading the FA budget for the 2008-09 fiscal year (no offense intended, Joyce, just a reality check!), I want to call your attention to Item 17 on page 10: SCOPE/NYCOSH



Expenses. Last year the expenses for this item were about \$1400. This year they are projected to increase to \$9,425. Why might you ask is the reason for such a steep increase? And the answer is not that our yearly dues for the NY Committee on Occupational Safety and Health (NYCOSH) have gone up dramatically—they haven't.

The real reason should not surprise you: it is the cost of protecting and negotiating our health benefits. Last year, you may recall, the representatives of all 10 Suffolk County municipal unions (a.k.a., SCOPE, the Suffolk Coalition of Municipal Employees) negotiated a Memorandum of Agreement on our health benefits that provided for no premium contributions through 1/1/13. However, as part of that agreement the unions agreed to adopt \$15,000,000 in cost savings to our self-insured health benefits program effective 2009. It is the goal of all 10 unions to select cost-saving measures under this agreement that will have the least impact on all our members, both active and retired.

While a list of potential savings has already been generated by the benefits consultant to the EMHP Labor/Management Committee as required in the MOA, SCOPE believes that part of our due diligence before selecting any changes is to make sure that the proposed changes and their cost estimates are validated by a benefits consultant hired by the unions to work for the unions.

As a result, SCOPE has engaged Seneca Consulting, Inc., to work for us to this end. We also anticipate using similar consulting services in 2010 to audit the impact of the changes. According to the MOA, if we save more than \$15 million, the unions are due a credit; if we have saved less than \$15 million, we need to make additional changes. Each union has equal standing with regard to the decisions on any

changes to be made and each is assessed equally for the cost of the consulting services.

The other expense in this item is the attorney cost to draft the EMHP Master Agreement per the MOA. This Master Agreement, reflecting the health benefits agreements from the inception of EMHP in 1992 to the current 2007 MOA, will be the only reference to health benefits in all of the collective bargaining agreements of the 10 county municipal unions. For your information, Noel Cohen, Esq., who is the FA's counsel on EMHP issues, is the attorney selected by SCOPE to draft this agreement with the county. I can assure you that we have excellent representation with regard to this agreement that codifies one of our most valued benefits.

Special Interest

continued from page 1

I also have a special interest in education. In August, Ellen Schuler Mauk and I were in Albany and participated in NYSUT's Endorsement Conference. We dealt with the U.S. House of Representatives, and the state's Senate and Assembly candidates. We also voiced our concern to NYSUT about the proposed \$180 FTE base aid cut to community colleges as part of the state budget problems. The end result: community colleges were spared—no cuts in our base aid and only minimal decreases in supplemental aid.

So, I guess I have special interest and it is how elected officials fund education.

Two weeks later, Joyce Gabriele joined Ellen and me as we participated in New York State's AFL-CIO Endorsement Conference. There we also dealt with the U.S. House of Representatives and the state's Senate and Assembly candidates.

So, I guess I have special interest and it is how elected officials support labor issues.

As we approach the November elections and we make a decision on who leads the country, who represents us in the House of Representatives, and who represents us in Albany, I would hope you also vote for our special interests: SCCC, education, and labor issues.

If you want to help the FA leadership this fall as we work to support our special interests, please email me (kevin@fascc.org).

TOGETHER
WE CAN
MAKE A DIFFERENCE!

Confessions of a Union Neophyte

by Judy Travers

I have always been committed to the union, believing that, without the Faculty Association, faculty and staff at SCCC would not have the pay, benefits, and job protection that we currently enjoy. However, it was only fairly recently that I began to be active in the union by involving myself in activities that fit into my professional and personal lives. I described in a previous issue of *The WORD* my service as a member of the New York State United Teachers (NYSUT) Social Studies Committee.

My latest venture into “union waters” is my attendance at two important union gatherings: the NYSUT Representative Assembly, convened this past April in New York City, and the national convention of the American Federation of Teachers (AFT), held in July in Chicago. Both were designed to apprise delegates of the work being performed by various union committees and officials and to have delegates set the agenda for future union initiatives and policies.

About 3,000 delegates from around the country attended the Chicago convention, as did trade union leaders from all over the world, including Chile, Denmark, Ghana, Israel, Spain, and South Africa. Delegates were addressed by outgoing AFT president Ed McElroy, by his successor Randi Weingarten, and by New York Senator Hillary Rodham Clinton. Senator Clinton thanked delegates for their support during her historic run for the Democratic nomination for president and urged them to support the presumed nominee, Barack Obama.

Senator Obama then addressed delegates via live feed from California, and AFT members voted to endorse his presidential candidacy.

Two very important issues discussed at both the



Barack Obama addresses the 2008 AFT Convention via live satellite feed. AFT photo by Russ Curtis.

state and national conventions concerned the need to increase full-time faculty lines at colleges and universities and to achieve better pay, benefits, and job security for contingent faculty and staff. More than 70% of college and university faculty nationwide are contingent or adjunct workers, and these adjuncts usually have no job security, few or no benefits, and earn comparatively low pay.

The AFT and NYSUT have initiated legislation and publicity campaigns to address the problems faced by contingent faculty and staff. Last year the AFT launched the Faculty and College Excellence campaign (FACE), designed to promote the introduction of legislation in every state to increase the percentage of full-time faculty. The FACE campaign also focuses on significantly improving pay and benefits for contingent faculty and staff. So far, FACE legislation has been introduced in eleven states, and at this year’s AFT convention union members’ commitment to this campaign was renewed.

Similar legislation is being worked on in New York. At the NYSUT Representative Assembly, union leaders reported on a bill pending in the legislature that would require that a minimum of 70% of the faculty in each academic discipline or department of a New York State community college be full-time members of the faculty.

I have to say, the overwhelming thought I had after attending both conventions was that while we certainly still have work to do, full- and part-time faculty at SCCC enjoy better pay, benefits, and working conditions than our colleagues at many of the public schools and colleges across the country.

For instance, here at Suffolk, the union, administration, and the college Board of Trustees have been working for several years on increasing full-time lines, with the goal of having 70% of day classes staffed by full-time faculty. Also, adjuncts at SCCC are able to buy into the county health insurance plan after working at the college two semesters, have access to a panel of dentists who will work for a reduced fee, and are entitled to a legal services benefit.

On the other hand, I was stunned to learn that not all union organizations have even achieved collective bargaining for their members. And the stories of abysmal treatment of faculty and staff (full- and part-time) at some colleges were appalling, as were the low pay and limited benefits that some of our nationwide colleagues receive.

Other items of interest: NYSUT legislative accomplishments this past year included an Optional

continued on page 14

Stylin' & Profilin'

continued from page 4

what it means to be a faculty member at Suffolk changes. We can already see that things are changing, that there's a lot of stuff happening. I am grateful that I sort of came in at the beginning of that. It presents us with all sorts of new issues and challenges, and it's exciting. Being an EC member is my way of saying "I know it too" and I'm ready to play my part, to find my role, to say "this is what my constituents and I care about."

9. Cynthia: Name one thing you've learned as an EC rep that you wouldn't have learned otherwise.

Adam: It really has to do with the process by which how a contract is made. I played a very small role on the negotiations team this last round but seeing how it is done was something I never would have had access to if not for my role as an EC member.

Negotiating is such an important part of our lives. We do this all the time. Knowing what I want, and that it's a process by which the end result is something that we all have to live with, is an important part of any leadership role. We need to learn how to negotiate, how to compromise, to say what needs to be said and let go what needs to be let go. There's this dialogue that occurs which is mirrored in many ways throughout the whole campus but it's a common role. We all want to work to encourage moral, psychological, and intellectual development, to forge self-reliant capable adults of our students. Everything else we do is sort of secondary.

Union Neophyte

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Retirement Program (ORP) Pension Equity bill, signed into law by former Governor Spitzer. This legislation provides for a three year phase-in of the employee pick up of members' contributions to the ORP for those with ten or more years on the job. This provides equity with those enrolled in the Employees' Retirement System and the Teachers' Retirement System who do not contribute to their retirement system after ten years of service.

Also, bills pending in the New York legislature and supported by the union include one providing unemployment insurance for part-time faculty and another that would prevent county legislatures from vetoing community college contracts after having previously allocated funds to finance the operations of those community colleges.

Finally, political leaders who spoke at the NYSUT Representative Assembly and pledged their support for public and higher education included Governor David Paterson, Attorney General Andrew Cuomo, and Assembly Speaker Sheldon Silver.

To close on a high note: At the AFT convention the Faculty Association of Suffolk Community College won a first place award for Best Public Relations Activity/Program for its Community Outreach web page. Kudos to co-chairs Adam Penna and Dan Linker.

Faculty Association Involvement in NYSUT Committees

The following FA activists are also involved in various NYSUT committees. If you're interested in serving on a NYSUT committee, so that our voice and concerns are heard statewide, contact the FA office.

| | | |
|--------------------|---------------------------------|---|
| Ellen Schuler Mauk | President | Member, Board of Directors Executive Committee |
| Kevin Peterman | Executive Vice President | Statewide VOTE/COPE Coordinator for Community Colleges |
| Cynthia Eaton | Adjunct Coordinator | Chair, Committee on Educational Technology Chair, Community College Distance Education Committee |
| Judy Travers | Associate Professor History | Member, Social Studies Committee |
| Doug Cody | Adjunct Instructor Chemistry | Member, Health & Safety Committee |

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Office of Alumni Affairs

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NYSUT

Jonathan Rubin.....NYSUT Labor Relations Specialist

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Doug Cody.....BY,CH,ES,FS,HO,PH,AT,TE,EN,TT
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 Nicholas Giordano.....EK,HS,PO,PD,PS,Counseling, Stud. Act.
 Frank DiGregorio.....EK,HS,PO,PD,PS,Counseling, Stud. Act.
 Danielle Miller.....EG,LR,CO,TH,RT
 Darren Johnson.....EG,LR,CO,TH,RT
 Rievan Slavkin.....For. Lang.,EFRE,HU,SL,MU,VA,PL
 Pauline Pharr.....For. Lang.,EFRE,HU,SL,MU,VA,PL
 Russell David.....Math
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