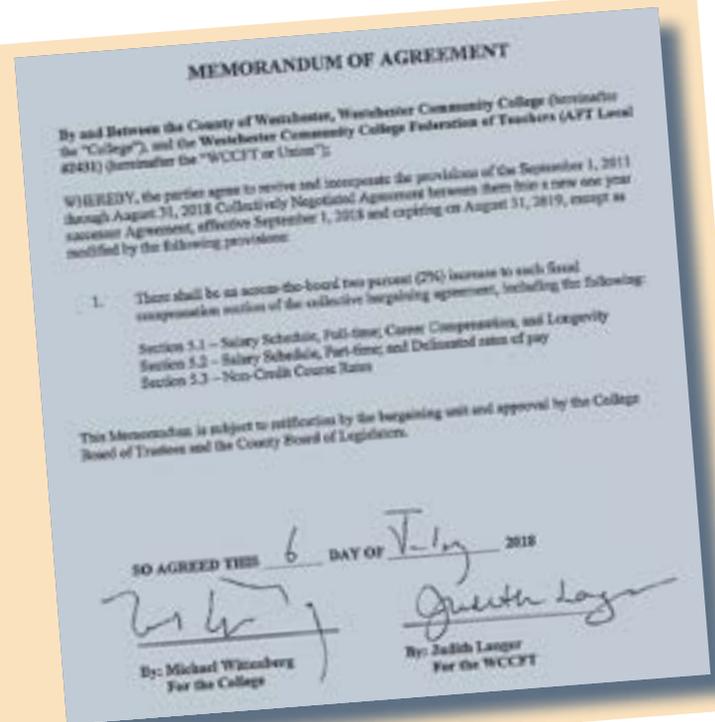




Connect

NEWSLETTER OF THE WESTCHESTER COMMUNITY COLLEGE FEDERATION OF TEACHERS / Nº 9 / SEPTEMBER 2018

NEW YEAR NEW CONTRACT GREAT START!



On July 6, a new Memorandum of Agreement (MOA) was signed by Judy Langer, lead negotiator for WCCFT, and Michael Wittenberg, lead negotiator for the College. In this very brief document, both sides agreed to “revive and incorporate the provisions” of the 2011-18 contract (which our members ratified last October) with just one change:

“an across-the-board two percent (2%) increase ... [in] compensation,” including full-time and part-time salary schedules and non-credit course rates.

This new, one-year contract covers the period September 1, 2018, to August 31, 2019. According to Judy Langer, it had the approval of WCC President Dr. Belinda S. Miles, who “understood that a clean, positive start to the new academic year is good for the entire campus.” Judy adds, “We want this to establish a new pattern of on-time collective bargaining agreements at WCC.”

The MOA must now go through a three-step approval process. It will be presented for discussion at the first WCCFT membership meeting on September 12 (n: Wednesday during the SECOND week of classes) and submitted for a ratification vote shortly thereafter. Voting procedures will be announced at the meeting. If ratified by WCCFT members, the agreement proceeds to the WCC Board of Trustees and then to the County Board of Legislators. Once County Executive George Latimer has signed, it goes into effect and some portion of the two-percent increase will be paid retroactively to September 1.

While this so-called “rollover” agreement was being explored, the full WCCFT negotiating team was hard at work drafting new proposals for a full multiyear contract. The team consisted of Mel Bienenfeld, Judy Langer, Sean Simpson, Claudia Jacques, Joanna Peters, and Eugene Zilempe. If faculty ratify the MOA, the current team will be discharged, and a new team will be elected.

WCCFT SUPPORTS PROFESSIONAL GROWTH OF ALL FACULTY

The WCCFT Faculty Development (FD) Fund reimburses both full-time and part-time colleagues for expenses related to conferences, classes, research, and other professional activities. These help us grow as teachers, counselors, librarians, researchers, scholars, artists, etc. They enable us to engage our primary commitment to classroom teaching with new skills, knowledge, and energy. Last year, twenty-eight full-time and seven part-time faculty received FD reimbursement. Some shared their experiences with FTCONNECT.



Carolyn Christesen and AAA Co-presenters

BOB ALBANO (Cybersecurity): In my teaching field, I NEED to constantly keep up with the rapid changes. I attended a conference on Cybersecurity issues for small and medium sized businesses. Later, I used what I learned in several of my classes.

STEVE ARIENTA (Criminal Justice): FD funding provides the opportunity to pursue my educational, research, and personal goals. It enables me to work towards completing my PhD and fulfilling my dream of conducting research pertinent to my passion and area of expertise, Criminal Justice. I am currently conducting a quantitative study of the relationship between implementation of law enforcement body cameras and judicial outcomes. Furthering our education and commitment to our disciplines is a costly undertaking. WCCFT support enables me to make the dream a reality!

BRIAN CENTRONE (English): For years I wanted to attend the AWP conference with its rich mix of writers and writing program students, teachers, and administrators. When the conference came to DC and with support from WCCFT, I finally had my chance. It was incredible to be in rooms full of

other writers and writing teachers discussing pedagogy and sharing challenges and successes. I absorbed a tremendous amount at AWP, much of which I put back into my writing classroom.

CAROLYN CHRISTESEN (Accounting): In October, I participated in the AAA Northeast Regional Conference that I attend each year. Five of us presented “Engaging Financial and Managerial Students: Real-World Assignments.” My piece was about a personal budget project I use with my students. My co-presenters were: Daniel and Julie Boice of Ulster CC, Christa Kelson of SUNY Canton, and Pamela Pirog of Housatonic CC.

ELIZABETH MILLER (Sociology): FD funding allowed me to attend the annual Eastern Sociological Society’s conference in Philadelphia, where I presented a paper as part of a panel on teaching sociology. The panel’s theme was general, and my paper focused on a new strategy that I have developed to teach gender inequality in my SOC101 class--a particularly challenging topic for instructors who are female, trans, or gender non-conforming to teach.

>> PAGE FOUR

Mel Bienenfeld

In June the US Supreme Court dealt organized labor a serious blow in its ruling on the Janus case. Public sector unions can no longer collect fees from non-members, even though the union remains required to represent all who work in the bargaining unit. At WCC, there are so many part-time faculty who are not even made aware of the opportunity to join the union that we may take a serious financial hit.

But money is not the main reason Janus is a problem. Following the ruling, anti-union groups began urging members to quit their unions and save themselves some money. We all know better – a union is only strong and able to win good working conditions, including raises, if those it represents are informed, active members.

WCCFT is working to ensure this. Last month, we sent a letter to part-time colleagues who are not yet members, explaining why they should join and linking them to our new online membership form (created by Rowan Lindley, Claudia Jacques, and Richard Courage) <http://www.sunywccft.org/membership-form/>. Quite a few joined as a result. At the summer adjunct orientation, Executive Board member Gretchen Sancher made a presentation on the union and those attending took paper forms to fill out.

There is one positive aspect of Janus. Leaders must remind those we represent that it is only their activity that gives a union real bargaining power. Before the legal protections of formal labor relations rules beginning with new laws in the 1930's, unions had to have a strong workplace presence to make any gains. They were not simply service organizations to which workers passively pay dues. Rank-and-file workers had to be aware, active, and energized just to get their unions recognized.

What does this mean for us at WCC today? We encourage you to do your part:

- Recruit new members (our goal is 100% membership: all full-time and part-time faculty)
- Attend union meetings, give us suggestions to improve them, and share information and ideas with colleagues
- Make suggestions for how the union can improve our work lives and help to implement those suggestions
- Serve on a union committee
- Consider running for union office

Let's hear from you. What are you thinking?

In solidarity, Mel

CONTRACT CORNER

Judy Langer, Vice-President

Welcome to our new semester and our new, one-year contract. While there is still a ratification and approval process ahead of us, we do not anticipate any significant roadblocks. We think this new agreement—on-time and with a modest but fair 2% raise--calls for popping a few corks!

Yet we need to keep the celebration short. We will soon be asking for nominations for our next negotiating team to work on a contract for September 2019 and beyond. Please consider serving on this team or encouraging colleagues whom you would like to see representing you at the bargaining table. It is a stressful and time-consuming job, but I can honestly say that it has been my most interesting, satis-

fying, and rewarding non-teaching experience in 42 years at the college. Please talk to me about how you can help your colleagues and what you can gain through this very special form of service.

Last year, a union committee consisting of Susan Arietta, Claudia Jacques, and myself began the arduous yet important task of updating our old 2004-2008 collective bargaining agreement and incorporating its subsequent sidebars and memorandums of agreement. Our goal is to create a single comprehensive, clearly written, easily accessible document that provides whatever information you may need about pay rates, course assignments, grievance resolution, benefits, tenure and promotion, and many other matters. We intend to complete work by the end of the Fall semester, but this will require the continued cooperative of Administration.

WCCFT SUPPORTS PROFESSIONAL GROWTH OF ALL FACULTY



Sharon Massey and Renee Balotti

SHARON MASSEY and **RENEE BALOTTI** (Disability Services): We attended the University of Connecticut's 29th Annual Postsecondary Disability Training Institute in Boston, MA. Attending this annual conference enables the counselors to stay current in disability-related matters as well as network with colleagues from other colleges. Last year, some of the sessions/strands we attended included: Disability Laws, Best Practices for Implementing and Supporting New Adaptive Technology, and Meeting the Challenges of Accommodated Exam Services. We are grateful for WCCFT FD support.

HEATHER OSTMAN (English): Last year, I delivered a paper at the Modern Language Association convention, one of the most important events in my discipline. Since I started at WCC, I have been granted funding every year, enabling me to attend many conferences, which produced papers that led to four published books and multiple scholarly articles. Besides teaching, I love the scholarly life, and WCCFT support enables me to actively participate in professional development. I feel an obligation to students to model a life of curiosity and inquiry--something that I hope translates the joy I experience in my professional work.

YVONNE RODE (Library): With FD funding, I have attended the Digital Humanities Summer Institute at the University of Victoria, B.C., each June since 2013. At DHSI, I have taken courses from Javascript to 3D-printing to text encoding. I have applied this knowledge while working on the Spirit of Women Archive (<http://libraryspecialcollections.sunywcc.edu/>) in cooperation with American Women of African Heritage, a Westchester women's group. Skills developed over several courses also made it possible to give a workshop on XML and TEI mark-up for medieval manuscripts at Fordham's Department of Medieval Studies.

FACULTY DEVELOPMENT ENROLLMENT FORMS ARE AVAILABLE for activities between Sept. 1, 2017, and Aug. 31, 2018. Full-time faculty may apply for up to \$1500. Eligible part-time faculty may apply for up to \$750. Guidelines for eligibility are on the forms. The deadline for full-time applications is Sept. 30; the deadline for adjuncts is Oct. 31.

[FULL-TIME FACULTY FORM](#)

[PART-TIME FACULTY FORM](#)

UPCOMING EVENTS

MEMBERSHIP MEETINGS TEC 107

Sept. 12, Oct. 3, Nov. 7, Dec. 5

EXECUTIVE BOARD MEETINGS

Sept 5, 27, Oct 17, 31, Nov 13, 29, Dec 13

LABOR NOTES "TROUBLEMAKERS' SCHOOL"

Sept 29, New York City

NYSUT REPRESENTATIVE ASSEMBLY

Oct 19-21, Cooperstown, NY

FT Connect strives to keep you informed about significant events affecting you as a WCC faculty member, to advocate for your rights, and to provide a forum for your views. Please send your feedback, ideas for articles, or letters to richardcwccft@gmail.com.

Editor: Richard A. Courage

Art & Web Editor: Claudia Jacques de Moraes Cardoso

Contributing Writers: Mel Bienenfeld, Judy Langer, Rowan Lindley, Patti Sehulster, Don Shernoff, Ellen Wassermans

Proofreading, Distribution, Photos: Rowan Lindley.

2018-2019

EXECUTIVE BOARD MEMBERS

Richard Courage

richardcwccft@gmail.com
914-606-6106 SCI-362

Gwen Roundtree Evans

gwenrewccft@gmail.com
914-606-6581 STC-209

Virginia Falcone

ginyfalconegwccft@gmail.com
914-606-6745 ADM-120

Joanna Peters

joannapwccft@gmail.com
914-606-6234 Lib Ground-41

Gretchen Sancher

gretchenswccft@gmail.com
914-345-8856 TEC-32

Jim Werner

jimwwccft@gmail.com
914-606-6840 SCI-301



WCCFT OFFICERS

President:

Mel Bienenfeld

melbwccft@gmail.com
914-345-8856 TEC-32

Vice-President:

Judy Langer

judylwccft@gmail.com
914-345-8856 TEC-32

Secretary:

Rowan Lindley

rowanlwccft@gmail.com
914-606-8584 TEC-124B

Treasurer:

Donald Shernoff

donswccft@gmail.com
914-345-8856 TEC-32

WESTCHESTER COMMUNITY COLLEGE FEDERATION OF TEACHERS

WCC | Technology Building, Room 32, Valhalla, NY 10595
WCC System: 914-606-8421 | Independent WCCFT: 914-345-8856

WWW.SUNYWCCFT.ORG

WWW.FACEBOOK.COM/WCCFT

