

NCCFT NEWSLETTER

JANUARY 2006

VOLUME 33, ISSUE 4

FROM THE PRESIDENT

Welcome, everyone, to a new year, a new semester, and a NEW CONTRACT!! At its January 10, 2006 meeting, the College Board of Trustees unanimously passed a resolution recommending the approval and adoption of the proposed NCCFT collective bargaining agreement. The new contract has been forwarded to County Executive Tom Suozzi and will now undergo financial review by the County before being sent to the County Legislature for its approval. For your information, a summary of significant contractual changes can be found within this newsletter.

The NCCFT Negotiating Team wishes to thank each and every faculty member who helped support our efforts in obtaining a new contract. We especially want to thank Diane Guarino and Frank Frisenda, our Crisis Committee Co-chairs, and all of the sub-committee chairs and members, for their hard work.

On January 13 and 14, 2006, I participated in two important NYSUT meetings. The first meeting was to plan the 2006 NYSUT Community College Conference, which will be held November 10-12 at the Sagamore in Bolton's Landing, New York. Workshop topics this year include: academic freedom, distance education, grievances and arbitration, collective bargaining, Taylor Law, discipline and dismissal, faculty evaluations, and political action. If you have an interest in unionism and in becoming more active in the NCCFT, we hope you will consider attending this conference.

The second January session was a meeting of the Higher Education Council, at which local presidents met with NYSUT leaders to discuss issues of importance to public higher education. Subjects included Student [Academic] Bill of Rights legislation, statewide political races (including Governor), changes to the New York State Retirement System, and students with disabilities. You will be hearing more about these issues at various union meetings during the semester.

Many of our faculty, myself included, are graduates of NCC. If you are not already a member of our Alumni Association, I encourage you to join, and perhaps become active in the Association. This year marks the 20th Anniversary of our Association, and planning is underway for a celebration dinner to be held in October. Watch for details of the dinner and make plans to attend. For more information or to join the Alumni Association, contact the Alumni Office at 572-7484.

ELECTIONS:

PROMOTION & TENURE COMMITTEE SABBATICAL LEAVE COMMITTEE

An election to fill vacancies on both the College-Wide Promotion & Tenure Committee and the College-Wide Sabbatical Leave Committee will be held in March, 2006.

Nominating petitions for these positions can be obtained in the NCCFT office. Petitions must contain 25 signatures of NCCFT members in good standing. Completed petitions must be returned to the NCCFT office by **12:00 NOON, THURSDAY, FEBRUARY 16TH**.

Each candidate may submit a statement of no more than 75 words that will be distributed with the official ballots.

Ballots and candidates' statements will be distributed through departmental mail on/or about TUESDAY, FEBRUARY 28, 2006.

All ballots must be returned to the NCCFT Office by noon FRIDAY, MARCH 24, 2006. No late ballots will be counted.

The NCCFT Tellers Committee will announce the results of this election on/or about FRIDAY, MARCH 31, 2006.

QUALIFICATIONS

Faculty members who serve on this committee must be tenured and must currently hold the rank of Associate Professor or above.

Faculty members are not eligible to serve on the P&T Committee during the academic year in which they will be applying for promotion.

Faculty members are not eligible to serve on the Sabbatical Leave Committee during the academic year in which they will be applying for sabbatical leave.

Faculty may serve two consecutive terms of two years each and then may not run for re-election for at least two years.

No two members of the committee may be from the same department.

NCCFT CONTRACT SUMMARY

I. ITEMS AFFECTING ALL FACULTY

A. Length: 3 years: September 1, 2005 – August 31, 2008

B. Health Insurance: No change in current health insurance coverage. Fully paid health insurance for all current faculty, new faculty, and retirees continue for the duration of this contract.

C. Salary:

Year 1: 1.92% across the board effective 9/01/05

Year 2: 2.35% across the board effective 9/01/06

Year 3: 2.18% across the board effective 9/01/07

D. Step Increments:

(not applicable to faculty at top step of their rank)

Year 1: Step increase effective 2/17/06

Year 2: Step increase effective 9/01/06

Year 3: Step increase effective 9/01/07

E. “Excellence in Education Award”

(applicable to faculty not eligible for step increments)

One-time cash award in year one:

25-29 years - \$3,000

30-34 years - \$4,000

35 years and up - \$5,000

Longevity award in year three:

25 years or more - \$750 added to base salary

F. Miscellaneous Financial Changes:

1. Compensatory Time [Sec. 5-2.4] must be used by December 31st of following academic year.
2. Overtime [Sec. 5-2.4] Maximum Rate - \$40/hr.
3. Advanced Standing Evaluation in Nursing [Sec. 5-1.16] - \$40/hr.
4. Evening Evaluations by Chairpersons [Sec. 18-7] - \$30/evaluation.
5. Substitute Pay [Sec. 21-3] - \$40/contract hour

G. Progressive Discipline:

Agreement on process for counseling and corrective discipline.

H. Distance Education:

1. Comprehensive contract language to address intellectual property rights, class size, compensation for course development, and other issues of concern. Limits DE courses to no more than ½ of teaching load per academic year.
2. Pro-rated office hours.

I. Weekend College:

1. Voluntary participation by both classroom and non-classroom faculty.
2. Limits Weekend College courses to no more than two courses (6 contact hours) per semester.
3. Pro-rated office hours.

J. Grievance Procedure [Sec. 16]

1. Adds language to insure that NCCFT is full participant at all stages of any grievance.
2. Faculty member may not proceed beyond Step III of the Grievance Process without NCCFT approval. [Does not apply to grievances on denial of tenure.]

K. Composition of P&T Committee:

Ad Hoc Committee to be formed to examine composition of P&T.

II. ITEMS AFFECTING NON-CLASSROOM FACULTY

A. Developmental Leave:

Combined Development Leave/Personal Days into:

15 “All-purpose Leave” Days

10 days - require prior approval for time requested

5 days - unrestricted personal leave (as before)

B. Emergency Days:

Up to five additional days for use only when the President cancels classes or declares a weather emergency.

Cont'd. ⇨

III. ITEMS AFFECTING INSTRUCTIONAL FACULTY

A. **Student Advisement:**

Alteration in cycle of assignments to Advisement Center.
Availability last two weeks of August.

B. **Student Evaluations:**

Ad Hoc Committee to be formed to develop criteria/process, etc.

C. **12-Hour Workload [Sec. 5-1.4]:**

Change 1/3 to cap of 45 faculty in total.

IV. ITEMS AFFECTING DEPARTMENT CHAIRS

Change in stipends to:

Days: 1.67% actual full-time rank/step
Eve/Summer: 1.8% Step 5 Assistant and Step 6 Associate/Full

Nine (9) hours eve./summer for Chairs of SPS/Library

V. ITEMS AFFECTING UNION

A. Increase Union Release Time as follows:

- Year One: 60 hours
- Year Two: 70 hours
- Year Three: 75 hours

B. Union Days previously increased to 18 days via MOA 7/16/03.

VI. CLINICAL INSTRUCTORS

A. Allied Health Sciences:

10 permanent tenure-track positions.

B. Nursing:

6 tenure track positions which will be eliminated by attrition.

12/19/05

Looking to save money?



These discount programs endorsed by New York State United Teachers Member

Benefits will save you money!

Simply Certificates

Perfect for gift giving! Gift certificates purchased from Simply Certificates online or by phone are discounted 10 percent for NYSUT members and agency fee payers. You must identify yourself as a NYSUT member to receive the discount. Note: This discount is not valid at Simply Certificates retail locations.

Certificates are accepted at hundreds of participating restaurants, day spas, resorts, golf courses and ski areas. Merchants are located in many areas within New York, as well as in many other states and D.C.

Working Advantage

If you like to save money on entertainment, then this program will interest you. Purchase discounted tickets for movie theaters, video rentals, theme/amusement parks, skiing, Broadway shows, museums and special family events through Working Advantage.

You can order tickets through the mail, Internet or phone. You must identify yourself as a NYSUT member and use the special NYSUT identification number: 704689984.

Lifeline

If you have an older relative living at home, Lifeline can give both of you peace of mind. It's an easy to-use personal response service that ensures older adults living at home get quick assistance whenever it is needed, 24 hours every day.

A push of a button dials a monitoring center and establishes two-way voice communication. A Lifeline Personal Help Associate communicates with the individual, assesses the situation, summons appropriate help and follows up to ensure help arrived. Lifeline also allows the user to answer the phone without rushing and risking a fall. Additionally, it can give reminders about medications, appointments, etc.

NYSUT members receive discounted pricing. Note: Some communities may offer Lifeline through hospitals or service agencies. You should check with these facilities for availability and pricing.

How to Access: For information about these programs, contact NYSUT Member Benefits: (800) 626-8101, e-mail: benefits@nysutmail.org, or online: www.memberbenefits.nysut.org.

For information about contractual expense reimbursement/endorsement arrangements with endorsed programs, please call NYSUT Member Benefits.

***** **CALENDAR ITEMS** *****

Tuesday, January 31st **Executive Board Meeting**
11:30 AM G - 109

Tuesday, February 14th **NCCFT Union Meeting**
11:30 AM Bldg. Q - Ballroom

Tuesday, February 28th **Executive Board Meeting**
11:30 AM G - 109

Tuesday, March 7th **Non-Tenured Faculty Mtg.**
11:30 AM F - 123

Tuesday, March 21st **Executive Board Meeting**
11:30 AM G - 109

Tuesday, April 18th **Executive Board Meeting**
11:30 AM G - 109

Thursday, April 20th **Legislative Luncheon**
11:30 AM Building K

DENTAL CLAIMS INFORMATION

Our Dental Administrator, Newman Company, has moved to a new location. Please make a note, and PLEASE provide your dentist with this new information:



Newman Company
925 Hempstead Tpke. – Suite 340
Franklin Square, New York 11010

Phone: [516] 488-1100 – Fax: [516] 488-1110

STUDENT STATUS FORMS

Dependents of age 19-24 must submit a Student Status form each semester, while attending institutions of higher learning, in order to maintain dental coverage eligibility. Forms may be obtained from the NCCFT office (F-3293).

2005 TAX INFORMATION

Union Dues:	\$650.00
Single Dependent Dental:	\$130.00
Multi-Dependent Dental:	\$325.00

NCCFT
LOCAL 3150

**Nassau Community College
Federation of Teachers - #3150
Cluster F - Room 3293
1 Education Drive
Garden City, NY 11530-6793**

Phone: (516) 572-7198
Fax: (516) 572-7342

www.nccft.org

OFFICERS:

Frances Hilliard, President
M. Debra DeSanto, Vice President
Barry Fischler, Vice President
James Hoyt, Secretary
Lawrence Cohen, Treasurer