

NEWSLETTER

MARCH 2006

VOLUME 33, ISSUE 5

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LOCAL #3150

FROM THE PRESIDENT

As we go to press with this newsletter, it is still uncertain as to when our new contract will be on the agenda at the County Legislature. The Union and the College have been doing a great deal of work “behind the scenes” to make sure that the contract will be approved once it does get on the agenda. Remember that none of the new terms and conditions of employment can be implemented until the contract is ratified by the Nassau County Legislature. Percentage increases in salary will be retroactive to 9/1/05; this year’s step increases will be retroactive to 2/17/06.

As you may be aware, the NCCFT filed a grievance regarding interpretation of contract language about payment for unused vacation days when a non-classroom faculty member retires. Sec. 30-2 states, “vacation may be **accrued** up to 90 days.” Sec. 40-2 states that the faculty member “upon termination of service shall receive a cash payment for the monetary value of his/her **accumulated but unused** vacation time.”

At arbitration, this grievance was settled as follows:

In the event that the faculty member is unable to utilize the 26 vacation days for their last year of employment prior to retirement because of “the press of business responsibilities”, the faculty member will be paid for more than 90 days (maximum 116 days) if certain conditions are met. The faculty member must attempt to use the current year’s 26

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days, and must maintain a record of vacation requests and disapproval of same. The faculty member’s immediate supervisor must certify that the days could not be used because of work-related needs.

This settlement is subject to approval by the County, which is still pending. If you have any questions about the terms of this agreement, contact one of the Union Officers for clarification.

OPERETTA - MAY 25, 2006

Join the *Faculty Players* and be a part of this year’s musical...

EXAM-A-LOT or AVENUE Q & A

Here’s an opportunity to show off your talents while having some laughs!

(*Shush: We even have PUPPETS!!!*)



Give us a call!

Operetta Staff:
Written by Joan Sevick - 2-8179
Music Director, Paul Biersuck – 2-7049
Voice Coach, Phyllis Kurland – 2-7150

RETIREMENT INFORMATION

NEWS FROM A RETIREE

Bob Gersten, Founding Dean of Students, was recently honored, during a halftime ceremony, as a legend by the University of North Carolina. He is the only remaining member of UNC's 1941 Championship Basketball Team.

Prof. Gersten also received the "Legends in Camping" Award from the American Camping Association at its National Convention held in Atlantic City on March 10, 2006. Bob has served for over 50 years as Director of Brant Lake Camp, which is in its 90th season.

Congratulations, Bob, and keep up the good work!

EARLY RETIREMENT INCENTIVE

Governor Pataki has introduced a bill for an Early Retirement Incentive. It is important to realize that at present, this is only *proposed legislation*, which must be passed by the State Legislature, SUNY Board of Trustees, Nassau County and the NCC Board of Trustees. There is no guarantee that it will be implemented or that it will remain identical to the original proposal. Currently, the bill offers an incentive for employees 50 years of age with 10 or more years of service, and will have provisions for NYSERS, NYSTRS, and ORP participants. Both the Union and the College will keep you informed of new developments regarding this proposed incentive.

RETIREMENT SYSTEMS CONTACT INFORMATION

TIAA/CREF:

Counselors are available on campus every other Tuesday, by appointment.
Contact: **Maxine Jones @ 1-800-842-2733 Ext. 2461** to schedule an appointment.

NYSTRS:

Consultations may be scheduled by calling:
516-938-4950

NYSERS:

Consultations may be scheduled by calling:
516-938-4871 Ext. 324

PLEASE NOTE:

AFA/NCCFT JOINT RETIREMENT SEMINAR:
Tuesday, April 25, 2006
5:00 – 7:00 PM
CCB/252-253

MEDICARE – PART D PERSCRIPTION DRUG COVERAGE

This year, all senior citizens need to make a decision about prescription drug coverage.

Questions to ask:

- Who needs to apply for Part D Coverage?
- What are the qualifications for extra help in paying for premiums and deductibles?
- How can I determine if the current prescription plan provides good coverage?
- What is the procedure for obtaining prescription benefits.

Nassau County Dept. of Senior Citizen Affairs is sponsoring a series of information meetings. For information, call: Senior HELP-LINE: 516-227-8900.

Questions about Medicare Part D, contact:
Long Island Rx Help: 1-800-514-8684
HIICAP: 516-485-3425
Medicare: 1-800-633-2273 or www.medicare.gov

HEALTH & SAFETY COMMITTEE

You have a **RIGHT TO KNOW.**

"You have a right to know the hazards you are exposed to in the workplace. The law requires that your employer make you aware of the hazards and provide you with the information you need to work safely." This quote is taken directly from the New York State pamphlet on "Right to Know". Under the Occupational Safety and Health Administration (OSHA) Hazard Communication Standard every employer must have a program to inform you of the hazards in the workplace. That program must include yearly training for employees. The manufacturers of the hazardous chemicals are required to evaluate them for safety and supply these in a Material Safety Data Sheet (MSDS) to the employer. The employer must make them available upon request to the employee. Chemical containers as well as their packaging must carry labels warning of these hazards.

Nassau Community College has had classroom and online training for chemical using departments for years. Wendy Hord is the Health and Safety Specialist for New York State United Teachers and she says this training is necessary for ALL employees not just those in chemical using departments. Picture for a moment these two scenarios:

1. They are doing work down the hall and you smell something that can only be described as "stinky" or awful. Is this product hazardous? Now not all malodors are dangerous and not all sweet smells are safe but if you are having an adverse affect from the vapor you have the right to see an MSDS.

2. You work in a department that does not traditionally use chemicals but the new white boards and computers come with their own cleaning products. Upon cleaning the boards you realize that you need paper towels around your hand because your skin dries out after use. You notice that the classroom becomes filled with the vapors from the product. The MSDS will inform you of the hazards of this chemical and what personal protective equipment you should wear to protect yourself. The MSDS will contain much more information that you may need to know.

Each department is required to keep the MSDS for chemicals used in that department. The office of Environmental Health and Safety will also be able to provide you with a copy.

The online program that the college subscribes to is called Clarity Net. The web-site is <http://ncc.claritynet.com>. There are a number of online courses but the most basic required are:

Safety Orientation, HAZCOM-Identifying the Dangers

HazMat Awareness

Fire Safety (this is not a substitute for NCC Fire Safety and Evacuation)

To log on use the first initials of your first and last name and the last four digits of your social security number. Use these for both the user name and password. The videos require that you accept pop ups. The site is secure but remember to log out. You may also print out a certificate of completion to keep on file.

Call EHS if you have questions or need help.

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

Tuesday, March 21st 11:30 AM	Executive Board Meeting G – 109
Tuesday, April 18th 11:30 AM	Executive Board Meeting G – 109
Tuesday, May 16th 11:30 AM	End of Semester Luncheon G – 109
Thursday, May 25th 5:00 P M	Operetta/Dinner CCB-M/P Room

2005 TAX INFORMATION

Union Dues:	\$650.00
Single Dependent Dental:	\$130.00
Multi-Dependent Dental:	\$325.00
Contributory Life:	\$223.08

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
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Lawrence Cohen, Treasurer

