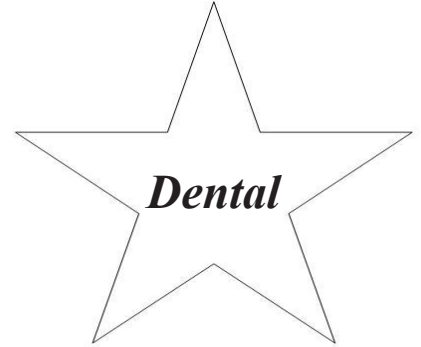
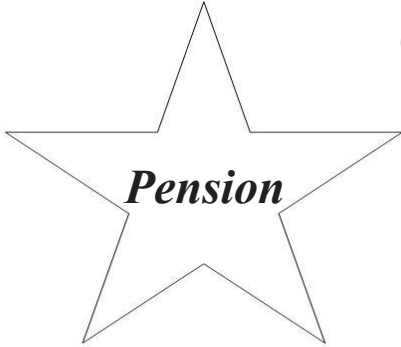


WCCFT *Union* NEWS

Monthly Newsletter of The Westchester Community College Federation of Teachers

Membership Meeting On Benefits March 7

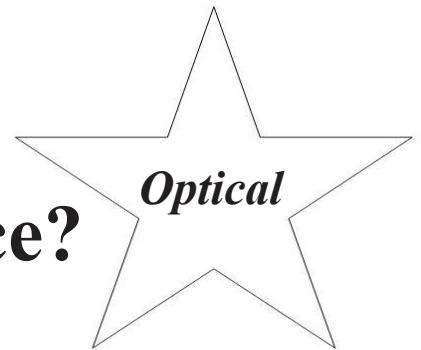


What do we have?

Adjuncts

Full-timers

How do we hold on?



How do we advance?

Retirees



**Frank & Open Discussion
All Members Invited**





A Monthly Newsletter of
Local 2431 American Federation of Teachers (AFL-CIO)
Affiliated with New York State United Teachers

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Diane Urban, Adjunct Coordinator

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Rowan Lindley, Member Benefits
Steve Nardozi, Health & Safety
Joanna Peters, Scholarship/Research

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Calendar of Events

Monthly Meetings:
First Wednesday,
11:00 a.m. - 12:15 p.m.
Technology Building 107
(Lunch is served)

March 7, 2012
Benefits

April 4, 2012
Health & Safety

April 25 -29, 2012
NYSUT RA

May 2, 2012
Legislative Event



President's Message

Democracy and Benefits: Two Vital Union Issues

By Anne D'Orazio

No subject is more important for a union than democracy. How is it to be representative of the members? What checks and balances are there on the leadership? Should it even be representative as it is defined in the United States and other liberal democratic systems or should it take democracy one step further to the direct participation of the members in all matters and do away with an elected representative body in whose hands key decisions are placed? There are as many possibilities as there are creative thinkers and an intense discussion—even debate—is worthy of an informed and active union.

The WCCFT has a Constitution which covers the objectives of the union, its structures, including officers, executive board, committees, voting, membership, meetings, elections, recall of officers and executive board members and the amendment and ratification processes. It is available on the union's website, www.wccft.org.

The motion that was passed at the February meeting was designed to establish a committee on transparency. Now it is up to the executive board to discuss the resolution as it was written before it can be operational. There are parts of the resolution that need to be discussed and worked out because their consistency with the union constitution is unclear. We have asked the drafters of the resolution to clarify their plan for bringing their proposal into compliance with the constitution and should be able to report back to the membership in the March meeting.

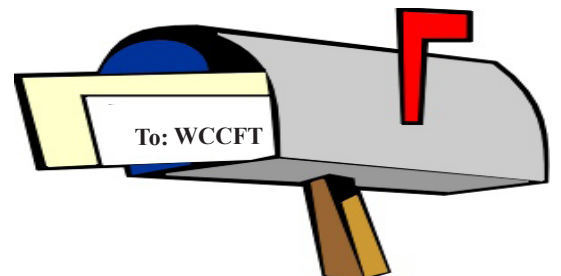
If no subject is more important than union democracy, there are subjects that are equally important, one of which is benefits. We cannot hold our breath and hope that the economy and the attitude towards unions get better. All of our benefits are going on the line with the next round of bargaining. We have always tried to expand the benefits package in negotiations, especially in regard to our adjunct faculty who work without any health coverage at all. But this time, we cannot begin to expect anything without careful planning and viable strategies.

In line with this, the March membership meeting will be devoted, as it has been in the past, to the topic of benefits. This time, in addition to speakers, it will include a frank and open discussion of all options and concerns about benefits. Rowan Lindley, the benefits coordinator on the union executive board, and Diane Urban, the board's adjunct representative, will make short presentations on what is available to full-timers and adjuncts. The floor will then be open to the membership for statements and suggestions. We are particularly anxious that adjuncts attend this meeting since they have pressing issues regarding benefits.

So we will combine two matters, the new committee and benefits, which go to the heart of what we do for members and which certainly demand thorough review and intense debate.

*"All of our benefits are going on the line with
the next round of bargaining."*

WE NEED
LETTERS WITH
YOUR
SUGGESTIONS AND
CONCERNS.



www.wccft.org

Adjuncts: Do You Know Your Benefits?

By Diane Urban, PhD

Adjunct Representative to WCCFT Executive Board

The benefits of being an adjunct are both intangible and tangible. The intangible benefits involve the joys of teaching which bring so much enrichment to our lives. These benefits are, as they say, priceless.

The tangible benefits that are available reflect our diversity as a group. They reflect the fact that there are many among us who have outside careers and teach as a supplement to our income and, well, because we like it. For this group, there are, for example, the benefits of discounts to cultural events and travel. For those among us who teach and for whom teaching is their sole source of income, there are, for example, benefits such as discount eyeglasses and

others that can be purchased such as a limited healthcare plan. The best way to explore the benefits available to you is to visit aft.org and NYSUT.org and scan the link.

Our discussion of benefits must include a distinction between those available to WCCFT/NYSUT/aft members and those available to non-members. It is important to understand that New York State law (the Taylor Law of 1967) requires that a fee be deducted from our paychecks. The reason for this is that WCCFT will protect your rights whether you are a union member or not. Union membership is voluntary. You are not required to join the union. Many adjuncts just assume they are members, but if you have not filled out a membership

form (or if your WCC paycheck indicates “agency fee” rather than “union dues”) then you are not a member. (Important: The amount is exactly the same; only the name is different.)

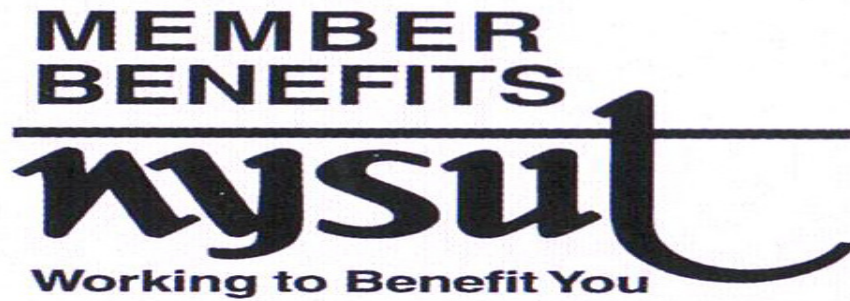
We have made many efforts to increase our membership. We have had membership drives and coffees. We have sent out global emails. We have stuffed mailboxes with information packets and with our newsletter, *The Bridge*, where one side was the application itself. We have done this because we think union membership is worthwhile. Remember, union membership costs you nothing extra but provides so much.

UNION MEMBERS	NON UNION MEMBERS
Have signed a membership form and pay union dues	Have not signed a membership form and pay agency fee (same amount as union dues)
Can attend union meetings	Cannot attend union meetings
Can vote for officers and executive board members and on the contract	Cannot vote for officers and executive board members and on the contract
Can run for election as officer or executive board member	Cannot run for election as officer or executive board member
Belong to the New York State United Teachers (NYSUT), the American Federation of Teachers (AFT), the National Education Association (NEA) and the American Federation of Labor-Congress of Industrial Organizations (AFL-CIO) and will receive all their publications, helping you keep abreast of important issues that face us as professionals.	Do not belong
Have access to purchase some benefits packages	Have access to purchase some benefits packages

In closing, while tangible benefits are enticing and can be obtained without joining

the union, I do urge you to join us. Don't be left out of the discussions that impact you

now and will impact you for years to come.



NYSUT (New York State United Teachers) Member Benefits Trust was established in 1983. It is a tax-exempt, not-for-profit trust fund created for the purpose of endorsing and monitoring quality competitive insurance plans and benefit programs. These programs and services are available to NYSUT members and agency fee payers. Some are also available to or cover family members.

In 2008, the trustees of NYSUT Member Benefits Trust established the NYSUT Member Benefits Corporation, a for-profit entity. This separate, taxable subsidiary was created to protect the Trust's tax-exempt status. It presents the opportunity for the trustees of the trust and the directors of the corporation to expand the types of programs and services endorsed for members.

Programs endorsed by NYSUT Member Benefits Trust include:

Term Life Insurance	Catastrophe Major Medical Insurance
WrapPlan II Flexible Premium	Long-Term Care Insurance
Adjustable Life Insurance	Vision Plan
Personal Property & Liability Insurance	In-Service Dental Plan
Disability Insurance Plan	Retiree Dental Plan
Financial Counseling Program	Legal Service Plan
Preferred Savings Plus and Home Loans	OfficeMax Retail Connect
Equifax Credit Watch Gold	Bose
Consumer Credit Counseling Service	Dell Computers
Motivano SmartSavings Online	Barnes & Noble.com
Discount Marketplace	Working Advantage
EPIC Hearing Service Plan	Philips Lifeline
Powell's Books	Car & Truck Rental Discounts
The Buyer's Edge	Six Flags Discounts
MetDESK	Heat USA

Pick up a "*Benefits Available*" pamphlet in the union office for elaboration on these programs.