



# Excelsior

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## Contract Negotiations

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Thus far five negotiating sessions have been held. The first meeting was devoted to the ground rules both sides would follow during the process. At our second meeting both sides exchanged their lists of demands thus initiating the formal negotiating process. In subsequent meetings the demands submitted by both sides were reviewed, and areas of difference were openly discussed. Sub-committees consisting of representatives from both sides then brought back to the table proposals designed to address those acknowledged differences.

The formal process actually started months ago when your Guild leadership asked for your input in constructing contract demands. The Guild Negotiating Team (Breedon, Tvelia, Kleiman, Manning, Coscia, Phelps) took each of your suggestions and built them into our contract demands. We then met as a team to formulate a negotiations strategy. With a list of demands, and a well-planned strategy established we then notified the County Director of labor Relations (Jeff Tempera) that we were prepared to begin.

One of the first rules both sides agreed to at our first meeting was that the information exchanged during each negotiation session would be confidential until an agreement is reached. Therefore, I cannot give you any specific details about any of our sessions. What I can reveal is that the Guild submitted a short list of contract demands with the hope that our contract would be settled quickly, so we would all know the terms and conditions of our employment during this year of reorganization.

I am very pleased to report that the tone of contract negotiations, thus far, has been positive. Both sides have taken a very professional approach in the process to address the needs of our membership, the College, and the County. I am also very pleased with the input I am getting from our negotiating team. Your Negotiating Team has proven to be up to the task of quickly developing counter proposals during each session while keeping in sight our overall objective to bring back a contract that is fair.

We will continue to update you about negotiations via e-mail messages.

In Solidarity,

Tom

## Early Retirement Incentive Approved

The Board of Trustees approved the ERI for all SCCC employees. The ERI must now receive the approval of the Suffolk County Legislature. If you are contemplating acceptance of this incentive you should contact your retirement plan immediately for information regarding the incentive, and for any needed financial guidance.

# NON-FINANCIAL PRE-RETIREMENT PLANNING

Most about-to-be retirees are clueless as to what they will do when they no longer report to the office. Some say, "I'm going to travel non-stop and see the world." Others claim, "I've been working for thirty years. From now on I'm going to do nothing and will I love it!" The fact is, constant travel can wear pretty thin whether its days on the road in an RV or endless hours spent in airport security check lines.

Doing nothing gets old even faster. For the vast majority of people between 55 and 70, retirement can be dangerous, both physically and mentally. Without a plan for the rest of their lives, they become bored (and boring) and unhappy.

Those who had previously enjoyed good health often develop ailments. We've all heard stories about the guy who finally retired, went home to sit on his porch and died six months later.

The decision to retire should not be made solely on the basis of the financial factor. It should involve careful, honest self-examination. You may not miss getting up at 6:00 a.m. to catch the 7:10 a.m. train but if your job includes stature and power will you miss those? It's not likely your spouse will honor your presence at the breakfast table and salute you over the Cheerios. If you were engaged in meaningful work, will you regret that your contribution is no longer needed? If you like your co-workers will you miss the cama-

raderie? Sure people will say, "Let's keep in touch," but after one or two lunches, the calls will dry up. After all, you're out of the loop.

What if the choice isn't yours? After all, people are pushed out and handsomely paid off every day. If you miss the power and the politics with money as the



marker, no payoff will give you closure. You will have to find another job. If you don't want to continue in the same kind of role, identify the elements of your job that most interested you and look for a position, even part-time, that will satisfy you. Your health is at risk if you don't.

We have a client who got such a generous settlement at age 55 it was almost embarrassing. Financially, he didn't need to work but he couldn't bear the loss of power and position or the fact that whether he got up or stayed in bed each morning was of no consequence to anyone – not even him. After several months at home he found himself chatting up the bag boys at the supermarket and realized he was mentally at risk. It moved him to

work out a combination of paid work and volunteerism. What took him so long to act was the undisguised envy others felt about his situation. Those people clearly didn't understand his needs. (We suspect they may not understand their own, either.)

We're not trying to make a case against retirement.

Some people thrive on it. The point is this: Before you retire, take the time to think about what you will do when the time comes. Think of retirement as a second career and plan it. Look to your past as a guide to the future. Do you have hobbies or interests apart from your work? Start thinking about them. Do you want to continue working in

another role – paid or unpaid? Here are the reasons behind the most common retirement success stories.

### To pursue a passion.

You are confident that, given sufficient time, your prize-winning roses would become a viable business. However, you can't remain in your job and still launch them at garden shows across the country. Or, there's a book inside you just waiting to be written – you've even got it outlined – if only you had six hours a day in which to do it.

Don't confuse a passion with a pipedream. This happens to clients who've gotten exceptional buyouts. They

are definitely going to do something creative or productive – as soon as they decide what it might be. It never happens and they end up rudderless. You can't manufacture a passion overnight and a mere pipedream is a poor reason to leave a job.

### To start – or rescue – a business.

Often people want to continue working – they just don't want to work for someone else. This is true of many Boomers who have lifetime subscriptions to the puritan work ethic. They cannot imagine not producing. Many will start their own businesses. For instance, you've had an idea simmering for years but with the kids in college you didn't want to risk it. Since the last one graduated, you've been working for yourself instead of Big bucks U. and have been able to accumulate a little capital. Now's your chance to see if the world is ready for that combination dog and car wash!

Some may not want to start a business from scratch but will look for one to buy – or one to buy into. For instance, your daughter has started a dot-com and

needs a salesperson (or a financial, HR, or marketing manager, etc.) You're the best; you can manage this aspect of her business.

### To serve the community.

Volunteerism can be a career. If you have always volunteered, more of the same should make you happy, especially if it allows you to expand your circle of friends, develop or enhance skills, or work for a cause that interests you. Community activism such as political involvement falls into this category.

If you have never volunteered – lack of time, lack of interest - don't assume you will be happy filling your time that way. We have clients who have gone this route and hated it. Not only are they disappointed by the lack of satisfaction, they disappoint others. For some, working for free is unthinkable. Others gain a great deal of satisfaction from contributing their services especially when they feel deeply about the cause or organization.

Not everyone needs structure. Some can entertain themselves by the hour just walking, reading, watching the stock mar-

ket, etc. They'll take courses at the local college or learn to paint or play golf. Perhaps they love working on their home, traveling, or spending time with grandchildren. The point is, their current paid employment is merely one of a number of interests and they will have no trouble filling their days once they retire.

Test your potential for success by creating a weekly planning calendar. How much of the first year can you fill with activities? If you find you can explore your ideas and fulfill your dreams in three months, you have discovered something important: You're going to need a recurring, compelling activity, paid or not. Instead of retiring, more and more workers are negotiating unpaid leave to travel, shorter work schedules or differently configured ones. Perhaps this would be an option for you.

The recipe for a happy retirement is activity plus achievement resulting in daily satisfaction. If retirement isn't interesting, you're on the road to long-term discontent.

(Reprinted with permission from Kennedy's Career Strategist, June 2002)

## Guild Objectives

1. To improve the goals and objectives of the College by seeking to improve the administrative services within the college.
2. To serve in an advocacy role for the College's middle-management administration by negotiating the terms and conditions of employment including wages, hours and working conditions for its members, as well as negotiating the resolution of grievances and disputes arising from them, as well as processing the resolution of grievances and disputes, as may be defined in labor agreements.

## Excelsior

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## Management 101 Tips

### Take cues from your team

Want to know what your team members think of you? Circulate the following list. Ask them to circle the three things they'd most like you to do:

- Give me a pat on the back once in a while.
- Listen to me more often.
- Stop hounding me.
- Let me make suggestions.
- Leave me on my own.
- Smile once in a while.
- Ask me how I feel.
- Stop trying to prove to me how smart you are.
- Stop yelling.
- Stop talking down to me.
- Stop being so aloof.
- Let me know what's going on with management.
- Train me.
- Give me a challenge.
- Take an interest in my work.

(Source: [Team Management Briefings](#), July 2002)

### 5 Tips On How To Be A Terrible Leader

- Never take risks.
- Don't let emotions show.
- Always have an excuse ready.
- Point out team members' faults.
- Avoid professional development.

## The Formation of the SCCC Retirees' Association

Peter Herron

Up until now, when someone retired from SCCC, there was often a complete break from the college. There were no notices of promotions, illnesses, retirements, deaths of former colleagues, social or cultural college events. On the rare occasion when I had the chance to talk to other SCCC retirees I often found that they felt totally cut off from the college and their former colleagues. Last January I wrote a letter to the president, the Foundation, the Faculty Association, and the Guild suggesting the formation of an association of retirees from the college and asking their assistance.

Joe Dryer and Richard Semple of the foundation offered the resources of their office. We randomly contacted about twenty retirees who live locally for the first organizational meeting in February. This meeting was attended by about fifteen retirees, President Sal Lalima, Ron Feinberg representing the Faculty Association, Tom Breeden representing the Guild, and Joe Dryer and Rich Semple representing the Foundation. Right from the beginning it was clear we were going to get a lot of support. After several meetings a questionnaire was developed which was sent to over four hundred SCCC retirees. One hundred thirty-eight responded. Many with a note of appreciation for remembering them. Considering the list we used had not been updated and contained many wrong addresses the result was extremely encouraging.

The results of the survey indicated a great interest in joining the retirees' association, participating in college cultural and social events, creating a retirees' newsletter, being informed of promotions, retirements, etc. of former colleagues, having input to the health plan policies, and willingness to mentor junior members and administrators with their tenure, promotions and professional development. There was considerable interest in having the retirees' association sponsor trips to plays, concerts, museums, travel programs, book discussions, seminars, bus trips and more.

At one of the first meetings Tom Breeden told us that the Guild would be willing to sponsor a luncheon, in conjunction with the Shakespeare Festival, for the first event of the retirees' association. In the survey we asked if the retiree would be interested in attending a luncheon in July. All those who responded favorably to this question were invited to the luncheon which was held on July 21, out under the trees, followed by a great performance of Macbeth. At the luncheon Dr. Ammerman talked about the early days of the college and retirees had a chance to socialize for the first time in many years. Don Coscia, representing the Guild, gave a few words of encouragement and requested retirees to help lobby the county legislators on behalf of the college. We had people sign up for several committees. The committees are newsletter committee, development of a governance structure committee, activity planning committee, and mentoring committee. In addition we have someone working on an updated retirees mailing list.

So thanks to so many at the college, but in particular to the Guild, Foundation and the Theatre Department we are off to a great start.