



# Unifier

UNITED UNIVERSITY PROFESSIONS



FARMINGDALE CHAPTER



May 2010



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## Legislative Event—March 19th

A UUPF legislative event, that focused on Educational Opportunity Program (EOP)/Educational Opportunity Center (EOC) concerns, PHEEIA, and the proposed budget cuts in the 2010—2011 state budget, brought UUP Vice Presidents Fred Floss and John Marino to Farmingdale. Legislators in attendance included Senator Charles J. Fuschillo, Jr. and Assemblymen Robert K. Sweeney, Joseph Saladino and Steve Engelbright.



EOP's Gene Peters and EOC's Staci Gardner articulated the numerous benefits of these programs to the state and the region, while several students related their accomplishments because of these programs.

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### IMPORTANT

#### General Membership Meeting

April 29th

The meeting will be held on Thursday in  
Gleeson Hall at 11:00 a.m.

#### End of Year Meeting

May 11th

Changing Times

(more information to follow)

# Long Island Retiree's Luncheon

By Barbara Maertz, Legislative Chair



UUP retirees from the Long Island Region had a wonderful, productive spring meeting at the University Club at Farmingdale on Wednesday, April 21<sup>st</sup>. Attendance continues to grow each time we meet, as valuable information on benefits and UUP activities is offered to retirees from all the local campuses - Old Westbury, Stony Brook, SBHSC and Farmingdale. Over 50 people attended the event and were vocal in presenting their opinions and their needs on a variety of subjects.

Laurie Kupperstein from NY-SUT Member Benefits presented the Social Services Program (available to current and retired members) which helps with resources to manage hospitalizations, find support groups, provide assistance in marital/relationship issues in families

and in arranging care giving services. Staff can be reached at 1-800-342-9810 x6206.

Barbara Maertz distributed a draft copy of a brochure listing privileges and benefits for Emeriti Faculty and Professional Staff. Hopefully, it will be finalized and distributed to all UUPF retirees this fall and continue to be distributed in the future. Special thanks to Judi Bird for her help in preparing this guide.

Yolanda Pauze, UUPF President, gave a report detailing the 202 termination letters recently sent to current part-time term faculty and professionals. She explained how frustrating the letters were for both department chairs, full-time faculty and part-time adjuncts. These letters brought home the reality of the

budget crisis. Retirees were urged to inform their legislators of such issues at any other meetings they attend.

Judy Wishnia, COARM Chair, gave a report on the agenda for the upcoming retreat in Albany on May 13 and 14. Judy updated the retirees on statewide benefits that must be renewed every year and reminded us all that health insurance and other benefits are not yet permanently guaranteed. We must all be vigilant and active as UUP members to assure that our benefits remain secure. Other discussions centered on PHEEIA, the COARM budget and retiree dues.

This was certainly a full program for a very interested group. All were invited to return next fall. ♦

***Save the Date***

**End of Year Meeting**

**Changing Times**

**May 11th**

***additional information to follow.....***

# President's Message

As the end of another academic year approaches, I want to thank all who have helped UUPF accomplish so much.

The year began (no surprise) with a continued attack on the SUNY budget, to which UUP responded with advertising and fax campaigns, rallies, petitions, and a series of outreach programs both locally and in Albany. They said *CUT BACK*, we said *FIGHT BACK* – and you did. You helped to shine a light on that half-billion dollar reserve that SUNY denied having. Countless jobs were likely saved this year as a result.

On the home front we were confronted with the debacle of the 2008 disparity raises. The resolution was far from perfect, and there are questions still left unanswered, but a significant number of those negatively affected reported a more positive outcome during the last round of awards. UUPF will update you as the investigation continues.

Allowing no rest for the weary, SUNY's push for autonomy and privatization resulted in a couple of *Flex Legislation* bills which, although separately defeated, ultimately evolved into the abominable Public Higher Education Empowerment and Innovation Act. Conveniently for SUNY management, our current governor is recognized as the author of the Act, but those of us who've been here a while know that the folks behind this have been around for decades. Although PHEEIA appears to be dying a slow death, what is left behind can still cause problems for

us. For example, even if the bill fails, will SUNY be granted some of the "flexibility" it seeks? Everyone must remain vigilant. If you so much as smell PHEEIA, contact UUP immediately.

Back on the Farm, there were a few more low points this year. Infringement on a long history of past practice with respect to seniority, lecturers and other agreements have threatened the positive working relationship with local management that took decades to build. The latest example of poor judgment was the spring break "mass firing" of over 200 adjunct faculty.

Okay, in SUNY you don't get *fired*, you're *non-renewed*. Let's not waste energy debating semantics. If you've taught here part-time for ten years, you've had at least ten appointments expire, and I bet you never before received a letter from the president that ended with "*The College wishes you success in your future endeavors.*" Those of you who received this letter and didn't feel fired, please raise your hand. That request was made to the part-timers who attended a special meeting held by UUPF on April 20<sup>th</sup>. There was standing room only, and not a single hand was raised. So anyone who is offended by my choice of words, take it up with the part-timers.

This issue is important enough to have caught the attention of UUP statewide. Academic VP Fred Floss attended this meeting, and responded to questions particular to the contract and SUNY policies. Those in attendance walk away



with greater clarity, and expressed appreciation for the initiatives that UUP intends to pursue on their behalf.

## *A Happy Ending...*

I do not have the words to express how proud I am to represent a chapter as proactive and cohesive as Farmingdale's. None of the issues we have faced this year would have achieved positive resolution without the involvement of the membership.

You boarded buses at the crack of dawn to rally against budget cuts and advocate for SUNY; you faxed and visited legislators; you responded collectively to precarious management maneuvers, and you embraced the UUP perspective in your other professional roles. The vast and swift effort of the full-timers on behalf of the part-timers (during spring break!) is evidence of this chapter's commitment to justice. Kudos to all.

Have a great summer.

*Yolanda Pauze*

# Part-Time Concerns

Anyone can take a pencil in their hands and break it. Take 2 pencils and it's much harder. Bundle 5 pencils together and for most of us it's darn near impossible. Hold 10 pencils, and even the Governor of California would find it close to impossible. There is strength in numbers. The same is true for people, or more specifically, part-time employees at Farmingdale.

On April 20<sup>th</sup> UUPF held a meeting of the part-time employees to discuss concerns surrounding the Letters of Non-Renewal which all Part-Time Academic Term Employees had received at the start of Spring Break. There were over forty members in attendance when the meeting began, but more and more appeared as the evening went on. Also in attendance were Farmingdale chapter officers as well as Fred Floss, the statewide Academic Vice President of UUP.



All Term Adjuncts were sent an official Letter of Non-Renewal from President Keen. To date, Farmingdale is the only campus to have taken this type of action. Clearly it has

caught the attention of UUP statewide. Because of pressure from UUPF, the president issued another letter, indicating, with very passive language, that nearly all adjuncts will be asked back in the fall, essentially at the same rank, salary, benefits and seniority.

"Non-Renewal" is just an antiseptic term for "termination". All 200 or so of us were just fired! Don't let anyone tell you that this is

normal procedure. It is not; not at Farmingdale.

Maybe in the world of Dilbert or Dagwood Bumstead annual firing is normal procedure, but here, in the real world, that is unacceptable. This may be far from over for there are several nagging questions which remain unanswered. At the meeting, we discussed these questions and spoke about actions that need to be taken now and in the future.

## Why was this done?

It defies logical explanation. None of us can come up with a sound business or financial reason. Adjuncts, who comprise the majority of the academic workforce, are much more economical (at a ratio of about 3 to 1) than full-time faculty, so no fiscal crisis argument holds water.

Was it done to terminate "some" adjuncts, as in the battlefield adage "*Kill them all and let God sort them out*"? This would not only be an ineffective and downright embarrassing management style, but it would be an attempt to circumvent the contract.

Was it done for some dark and as of yet unrealized political strategy? That would imply some well thought out chess board-like mentality on the part of management. Doubtful.

So we don't know, and frankly, we should not waste one more second on speculation. All of our energies should go into standing firm and in solidarity.

While certainly the president's follow-up letter was a very good thing, it is not an airtight antidote to the venomous Letter of Non-Renewal. In par-

ticular, the phrase "utilizing adjunct employees" objectifies adjuncts as if they were some type of disposable commodity. With adjuncts being the faculty majority, we are not disposable, but an integral and vital part of the Farmingdale community.

## What should you do?

Inform UUPF right away

- if you are a not a Term employee and you received a Letter of Non-Renewal
- if you received a Letter of Non-Renewal and did not receive President Keen's follow-up letter
- if your contract for the Fall semester is in any way different (your rank or salary) from your current contract

## You should also:

- Check with Human Resource regarding benefits
- Confirm your course assignments for the Fall semester with your department chair, ideally in writing
- take your Letter of Non-Renewal and apply for unemployment after May 15<sup>th</sup>.
- Familiarize yourself with the union contract and the SUNY policies them, but in particular read the section on Term Appointments and Termination of Service, specifically Article XIV, Title B of the Policies of the Board of Trustees and Article 32 of the UUP contract.
- **RESPOND** to the 2011 UUP pre-contract negotiations surveys when you receive them! Let your voice be heard.

Henry Ellis: [hellis01@yahoo.com](mailto:hellis01@yahoo.com)

Please provide us with your home email address so that UUPF can communicate with you more efficiently.



# INDIVIDUAL DEVELOPMENT AWARDS PROGRAM UPDATE

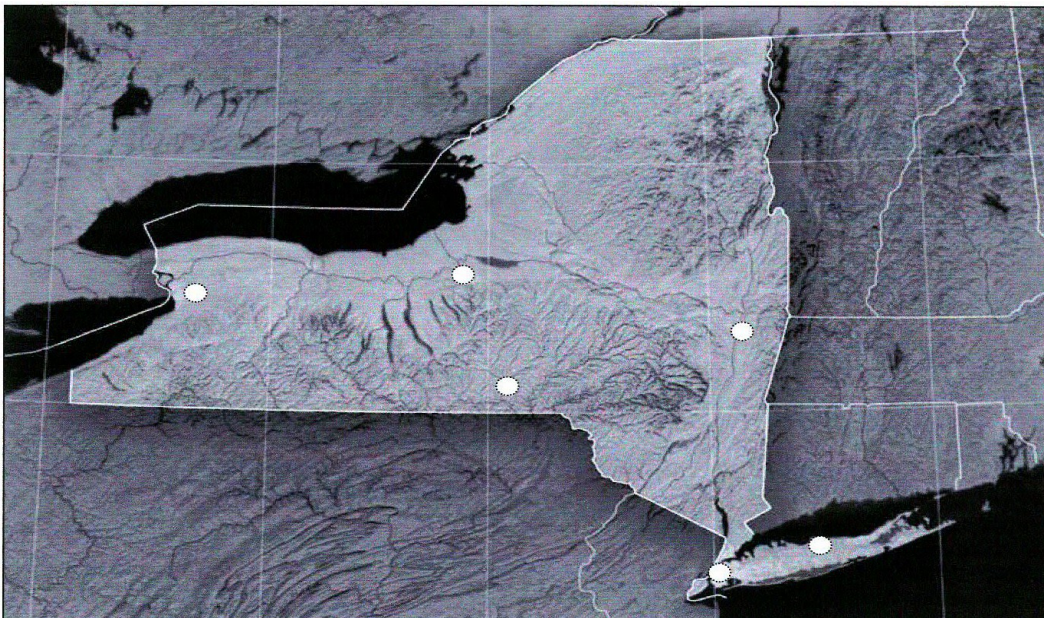
The joint Labor-Management Professional Development Committee (IDAP), chaired by Kamal Sharabi this year, completed its review of 34 applications last week and awarded all of the \$21,106 allocated to Farmingdale for the July 22, 2009 through July 1, 2010 period. Activities undertaken, during this time only, were eligible for awards up to \$1,000.

UUP representatives on the Committee were Matthew Bahamonde, Bob Elgart and Henry Ellis. Of four applications from part-time academics, three were approved for a total of \$2,250.00. Seven professional applicants received a total of \$5,861, while sixteen full-time academics received nearly \$13,000. Only six applications were not awarded monies,

three because of time factors. Those receiving awards will be notified shortly and should begin collecting receipts in order to file for reimbursement, which must be completed by August. ♦

## Where is Farmingdale in PHEEIA?

As are so many of our sister schools, Farmingdale should be asking: “*Where does Farmingdale fit in SUNY’s master plan?*” The map below is taken from SUNY’s brochure on the Public Higher Education Empowerment and Innovation Act (PHEEIA), which is entitled “Driving, Transforming New York State’s Economy”. (The entire brochure can be found at [http://www.oneontaup.org/assets/files/Advocacy\\_Summary.pdf](http://www.oneontaup.org/assets/files/Advocacy_Summary.pdf).) The map pinpoints just six of SUNY’s 64 campuses—Albany, Binghamton, Buffalo, Stony Brook, Upstate Medical Center, and Downstate Medical Center. The table showing the growth generated by this “plan” displays only these six institutions as does the text of the brochure which states that “Enrollment at the research centers will increase by 20,000 students” and these research centers and “SUNY’s Upstate and Downstate medical centers will create more than 10,000 direct new university jobs.” ♦





# UUP Sponsored Advocacy Day in Albany

On March 23rd, the UUP Sponsored Advocacy Day was held in Albany, NY. 29 students and 10 Professional Staff and Faculty participated in this event. They met with Legislators and spoke about saving SUNY and restoring funds to EOP and EOC. The students had an opportunity to present their personal stories about how attending the LIEOC has affected their lives in a positive way and why it must continue so that other persons who need its services can attend as well.

The group left the Farmingdale

campus at 5:15 AM and LIEOC's Hempstead UNIT at 5:45 AM and arrived in Albany by 9:30 AM. Robert Trimarchi, a member of UUP staff, met the bus and escorted the contingent to the convening room where students were assigned team leaders and went onto the floors by 10:00 AM. They did not conclude until 3:00 PM with only time taken out for a box lunch break.

The faculty in attendance included Robert Reganse, Diane Yorg and Annette Robin (p/t), and the professional staff attendees in-

cluded Staci Gardner, Cheryl Canton, Theadora Sutton, Barbara Ayo, Karen Coutrier, Derick Bennett and Darleyne Mayers.

Talk about dedication! We thank our students, we thank our staff and hope that our efforts were not in vain..

Darleyne Mayers,  
Statewide Outreach Committee  
Member  
Chapter Legislative Co - Chair



# Early Retirement Incentive

Colleagues....

Please see the memo below from Andy Pallotta, NYSUT's Exec. VP. The Gov. has signed the legislation described.

Other "options" are being discussed. Here's a link to a recent Albany Times-Union story:

<http://www.timesunion.com/AspStories/story.asp?storyID=921415>

Phil

+++++

## MEMORANDUM

TO: NYSUT Board of Directors

FROM: Andy Pallotta

DATE: April 14, 2010

RE: Early Retirement Option Signed into Law



Gov. Paterson has signed the 55/25 bill for NYSUT members; less than 24 hours after it landed on his desk.

Under the one-year plan, NYSUT members in both the state New York State Teachers' Retirement System and the New York State and Local Employees' Retirement System who are 55 or older and have at least 25 years will have an opportunity to of retire without incurring a penalty.

"This is a win-win for educators looking to retire and schools crafting budget plans", NYSUT Executive Vice President Andy Pallotta said. "This bill will help schools better address their local budget needs and avert staff layoffs".

The window for NYSUT members in K-12 positions to retire is June 1 through August 31. A timeframe for members in higher education positions at SUNY operated campuses and its community colleges will be set by the SUNY Board of Trustees but must end no later than December 31, 2010.

Statewide, more than 6,000 educators and staff will qualify for the early retirement option; more than 20,000 educators could face layoff under proposed budget cuts. Unlike previous early-retirement incentives, this option is available entirely at the employees' choice and does not require the district to opt in. ♦

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In discussing the state budget, Senator Fuschillo told the audience that "Farmingdale has made great strides and now is not the right time to pull back support", while Assemblyman Saladino indicated various alternate methods for easing the budget crisis. On the topic of PHEEIA, Assemblyman Sweeney told the audience that the "SUNY proposal is an irrational proposal". ♦



# Count Us In!

Reprinted from National Education Association (NEA) "[In the Know](#)"

United States  
**Census**  
**2010**

IT'S IN OUR HANDS

*As the 2010 census gets underway, faculty, administrators, and other campus leaders should do everything possible to engage one of our nation's most elusive census groups: College students.*

Colleges and universities have much to gain from an accurate count of this year's census. Every ten years, the government uses the results of the census to not only distribute federal aid (\$400 billion this time around) and seats in the House of Representatives, but also to determine levels of college tuition grant and loan programs. Census data also informs agencies regarding support levels for faculty, student, and librarian research, and about funding for services in academic communities, like transportation, public safety, medical care, and road repairs. For college towns of all sizes to receive fair and sufficient funding, higher ed students must fill out their census forms from where they live most of the year: Campus.

"It's important for students to have adequate services in the community where they live, work, shop, and eat nine months out of the year," says Laura Waldon, a partnership specialist with the U.S. Census Bureau.

"Faculty members should also want to see that money coming back into the community where they work."

Parents are instructed to omit students from their forms, even if they return to live at home after they leave college. "Otherwise, students will be counted twice," Waldon says.

Census questionnaires are being delivered or mailed to residential addresses this month and next. Individual questionnaires will be delivered to on-campus housing in April and May. Census takers will coordinate with residence life and housing staff to distribute and collect the questionnaires.

Your partnership as a campus leader sends a strong message to your community about the importance of the census and the benefits of being counted. The 2010 questionnaire is one of the shortest in history and takes about 10 minutes to complete. By partnering with the Census Bureau, NEA members and others faculty can help by:

- o Assuring people that it is safe to answer the 2010 census. By law, the Census Bureau cannot share questionnaire responses with anyone, including other governmental agencies, courts, and law enforcement entities.
- o Posting 2010 census messages on campus marquees, at events, and in campus lobbies.
- o Planning awareness and visibility events during Census on Campus Week in March.
- o Hosting a census information table at fairs, festivals, orientations, and sporting events.

Including census information in class discussions, Blackboard pages, Web sites, blogs, Facebook pages, email announcements, and college or university newsletters and newspapers. There's more information at [www.2010.census.gov/campus](http://www.2010.census.gov/campus).



# Special savings for NYSUT members

If you like to shop and if you like finding money-saving deals, then NYSUT Member Benefits might just be able to make you happy! Through the NYSUT Member Benefits Corporation-endorsed discount shopping programs, you have many choices available to you.

## The recently endorsed Motivano SmartSavings Online Discount Marketplace

offers a slew of shopping opportunities. You'll have access to hundreds of brand-name retailers and thousands of discounts, all from one Web site. Motivano negotiates the best deals and regularly updates its offers to help you stretch your hard-earned dollars.

From clothing to vacations, event tickets and computers, you'll find it all on Motivano. And you can even recommend your favorite merchants to be added to the site.

Another online shopping opportunity is through **Working Advantage**. From this site, you can get discount tickets for movie theaters, movie rentals, theme parks, online shopping, Broadway Theatre, museums and attractions, special family events and more. You can save up to 43 percent on movie tickets, up to 45 percent on theme parks and up to 50 percent on museums and attractions.

Yet another shopping opportunity is available with **The Buyer's Edge**. You can use this helpful buying service when shopping for your best deal on major appliances; TV, video and audio

equipment; cars (new and used); furniture; carpeting; exercise equipment; pianos; luggage; moving services and more. This is a helpful buying service for consumer products.

Be sure to check out the other discount programs endorsed by Member Benefits. A new plan, the **EPIC Hearing Service Plan**, provides savings from 20 percent to 50 percent off Manufacturer's Suggested Retail Prices on all

name-brand manufacturer hearing aid technology and referrals to a network of credentialed audiologists and ear physicians.

Another new plan is online **Defensive Driving** courses through the National Safety Council, which offers convenience and savings. NYSUT members and their family members who are licensed in New York state can take this course at the Member Benefits-reduced

price of \$25.25 per person, a savings of almost \$20 per course fee.

Be sure to access these and other money-saving programs through the Member Benefits Web site, [www.memberbenefits.nysut.org](http://www.memberbenefits.nysut.org) and click on Discounts - Members on the left-hand navigation bar. Using links provided from the site will ensure you receive any necessary discount ID codes and ensure you receive the Member Benefits discounted prices.

Questions? Call NYSUT Member Benefits during normal business hours at 800-626-8101.



For information about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits or refer to your NYSUT Member Benefits Trust Summary Plan Description.

Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits-endorsed programs.

May/June '10





## FARMINGDALE CHAPTER

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George Fernandez

Vicki Janik

Abdul Naseem

Margaret Porciello

Lou Scala

Sheryl Schoenacher

Michael Smiles

Richard Vogel

Matthew Bahamonde, alt.

#### Professional

Barbara Maertz

Solomon Ayo

Darlene Mayers, alternate

# SUNY is the \$olution

## What?

**Another year  
of college!  
How are we going  
to afford that?**

You're happy she's home for the holidays, but what she just told you about her SUNY college leaves less to be thankful for.

State budget cuts mean she won't graduate on time.

SUNY has been slashed by \$410 million in the last 18 months.

How will this affect you and your family?

*You and your children will be forced to pay more—and get less.*



**If your child attends a SUNY school, ask these questions:**

- Will you graduate in four years, or will we have to pay for an extra year of college?
- Are your classes bigger?
- Could you get into the courses you need next semester?
- Can you meet with your professors and advisors, or are they swamped by SUNY's growing enrollment?

**Go to [uupinfo.org](http://uupinfo.org).  
Tell your lawmakers:**

**Speak up for public higher education.  
Speak out for my child's future!**



**United University Professions**

The union that makes SUNY work

Phillip H. Smith, President

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UUP Scholarship Development

### Robert Elgart

Membership

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Part-time Concerns

### Jim Friel

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Finance

### Darleyne Mayers

Affirmative Action

EOC Concerns

Task Force on Pay Equity

Based on Race

UUP Outreach

### Yolanda Pauze

Presidential Advisory Task Force on Pay Equity Based on Race

Task Force on Strategic

Planning

Technology Sector

### Margaret Porciello

Technology Issues\*

Women's Rights & Concerns

### Robert Reganse

EOC Concerns

Technology Sector

Academic Issues

### Mike Smiles

Technology Issues

Technology Sector

\* indicates committee chairmanship

The UUPF Newsletter welcomes articles and letters submitted by members of the Farmingdale community. Remember, this is your newsletter. Share your thoughts with us. We want to hear from you. Persons who have material they wish to submit should contact Margaret Porciello at [porciem@farmingdale.edu](mailto:porciem@farmingdale.edu). *The opinions expressed in this newsletter are those of the contributors and not necessarily those of UUPF.*