



Unifier

UNITED UNIVERSITY PROFESSIONS



FARMINGDALE CHAPTER



September 2010



In this issue:

President's Message

PAGE 3

State Employee Wage Gap

PAGE 4

Negotiations Team Visit

PAGE 5

March for Jobs

PAGE 6

LI Legislative Outreach

PAGE 7

What is VOTE/COPE?

PAGE 9

Negotiations Input Form

PAGE 10

HEALTH AND SAFETY CONCERNS

by Solomon Ayo

Welcome back to the 2010-2011 Academic Year. I am happy to update you about the status of UUPF's Health and Safety Concerns Committee.

Towards the end of last semester and through the 2010 summer break, we had a lot of help from the UUPF President, the Labor Management team and the Executive Board. Because of their efforts, we now have a fully functional Health and Safety Committee on our campus.

This committee is headed by the campus police chief, Marvin Fischer. UUPF's point person on the H&S committee is Casey Bond. According to the SUNY Article 129-A of NYS Education Law §6431 (http://www.suny.edu/sunypp/documents.cfm?doc_id=366), the committee's functions are as follows:

"Committee Responsibilities - The Committee shall review current campus security policies and procedures and make recommendations for their improvement. It shall specifically review current policies, plans and procedures for:

continued on page 2

UUPF Office Ward Hall

First Floor, West Wing

Tel: 631-694-UUPF (8873)

Fax: 631-694-3370

E-mail: UUP@farmingdale.edu

Website:

<http://farmingdale.edu/uupf>



IMPORTANT

General Membership Meetings

- September 23rd (next meeting)
- October 21st
- November 4th (special negotiations meeting)
- November 18th
The meetings will be held on Thursdays in Gleeson Hall at 11:00 a.m.

continued from page 1

1. *educating the campus community, including security personnel and those persons who advise or supervise students, about sexual assault pursuant to §6432 of Article 129-A of NYS Education Law;*
2. *educating the campus community about personal safety and crime prevention;*
3. *reporting sexual assaults and dealing with victims during investigations;*
4. *referring complaints to appropriate authorities;*
5. *counseling victims; and*
6. *responding to inquiries from concerned persons.*

Written Annual Reporting -

The committee shall report in writing, at least once (June 15) each academic year to:

1. *the campus president;*
2. *the entire campus including faculty, staff, administrators and students in publications or appropriate mailing; and*
3. *when requested, applicants for enrollment or employment."*

It's important to note that the required annual written Health and Safety report is different from the "mandatory reporting of official crime statistics" for the campus*.

If this committee is going to make qualified recommendations on policy and procedure

regarding *real* campus health & safety concerns, it stands to reason that it will pursue pre-existing concerns expressed by our members, such as the location of emergency 'blue light' phones, awareness and training of AED devices, parking lot & pathway lighting, and handicap accessibility. We should expect to see these issues responded to in the annual report due on June 15th.

UUPF fought hard to establish this committee. I urge everyone to fully utilize it by bringing all your campus-wide policy related health and safety concerns to the committee's attention.

An example of this is the demand from several UUPF members for the new committee to address a campus wide smoking policy.

For H&S committee questions, you can contact Casey Bond. To have your concerns included in the committee's agenda, contact its Chair, Marvin Fischer. When doing so, please copy me. UUPF's awareness of your concern can only help your cause.

If you prefer, or if you are unsure if your concern rises to the level of formal policy, do not hesitate to contact me directly. As your UUPF health and safety representative, I will

continue to bring your concerns directly to the Executive Board. I will also be working closely with Casey Bond. UUPF's goal is to ensure that your concerns for health and safety are addressed.

Know The Difference...

... between a Work Order and a Health & Safety concern. A leaky faucet, even a persistent one, requires the attention of the Physical Plant via existing procedures. The mold that may spread as a result is a respectable health concern, but requires the same procedure. An infestation untapped by regular procedure requires the attention of a higher authority. Make the call!

Have a healthy and safe semester.

Solomon O. Ayo
ayoso@farmingdale.edu

* See the University procedure on Campus Security Policy and Campus Crime Statistics Reporting <http://www.suny.edu/sunypp/documents.cfm?doc>

President's Message

Welcome back everyone!

This year promises to be even more eventful than the last, particularly in light of the upcoming elections. Also, if you didn't know it already, the recent issue of *The VOICE* reminds us all that our contract expires next July, and that preparation for negotiations has begun.

Warning, the process is *llloooooonnnnggg*, so please exercise some patience. Everyone will have multiple opportunities for input – that is, everyone who has signed a UUP membership card. Remember, if you have not signed up, you are not a member (check your pay stub) and you will not be able to vote on the contract!

The UUP Negotiations Team has been established, and once again Farmingdale's own Prof. Mike Smiles is Associate Chief Negotiator. There is already information available on the UUP website, such as the Team's calendar and member suggestion forms. Of course, I will have more information for you at our General Membership meeting.

Mark Your Calendar:

The **Negotiations Team** plans to visit Farmingdale on Thursday, November 4, 2010. This is when you bring your suggestion forms and all of your questions directly to the team.

Another event to mark on your calendar is UUPF's **New Members Workshop** scheduled for Tuesday, November 30th.

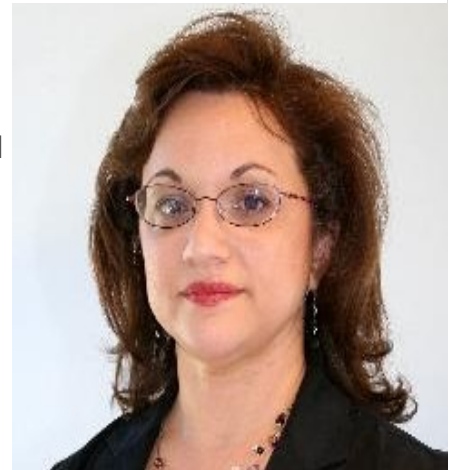
The workshop this year will focus on *Professional Obligation*, and based on feedback we've received thus far, we may be opening this session to the full membership. It seems that not-so-new members can benefit from a refresher course as well.

You may have noticed that there's one event we haven't mentioned anywhere in this Unifier – our annual **Candidate's Forum**. That is because we are not hosting one this year. Why? You'll have to come to our General Membership meeting to find out.

From Albany & Beyond:

Another event that I hope you will support is the **One Nation March** in Washington DC on Saturday, October 2, 2010. Although not unique to either education or organized labor, this event is expected to be *our* moment on the national stage. AFT, NYSUT, UFT, PSC, UUP and a myriad of other education-based organizations have signed up to ...

March to build a world-class public education system, from pre-school to community college and beyond - be



cause our nation must start unleashing the greatness of every child today.

But the One Nation March is not limited to education. Many other organized labor groups are signing up by the bus-load. UUPF is working with the Long Island Federation of Labor to spread the word and generate interest.

UUPF is also reaching out to CSEA, PEF and other campus employees interested in joining us in this effort. To learn more visit [OneNation WorkingTogether.org](http://OneNationWorkingTogether.org).

For more information about negotiations, upcoming workshops and the march in DC, join us at our first General Membership meeting of the year, this Thursday, September 23rd, at 11:00 a.m. in Gleeson 204.

Yolanda Pauzé

State Employee Wage Growth Flat; Salary Gap Persists

reprinted from *Inside AFT-Week of Sept. 6*

A standard talking point among some politicians, pundits and anti-government groups masked as think tanks is that government employees make more money than private sector workers.

Not so, according to the [2010 AFT Public Employees Compensation Survey](#) of state government jobs, which is the only national survey of its kind. In fact, the survey's authors found that private sector occupations that have a comparable match in state government earn at least 20 percent more on average.

The gap between private sector and public sector pay is much larger in some occupations. On average, an attorney working for the government earns 57 cents for every dollar earned by a private sector lawyer; a chemist working for the government earns 65 cents for every dollar earned by a private sector chemist; and a librarian working for the government earns nearly 74 cents for every dollar earned by a private sector librarian. The list goes on.

The survey, released every September, reflects pay rates in effect March 1 of the same year for 45 professional, scientific and related occupations in the 50 states and the District of Columbia.

For the first time since the AFT started publishing the survey in 2000, wage growth was virtually flat, up an average of 0.4 percent to \$47,245.

"Too many people who are in a position to influence public opinion are recklessly misrepresenting the facts," says Bruce Ludwig, chair of the AFT Public Employees program and policy council and business manager of the Alaska Public Employees Association, referring to news stories, commentaries and stump speeches that point to overpaid state workers as a contributing factor to budget shortfalls. "Comments that government employees make more than the private sector workers who are paying their salaries with tax dollars are nothing more than propaganda intended to foster anti-government sentiment and divide the nation." The only honest way to compare public and private sector salaries, he adds, "is to compare workers in the same or similar occupations, which is exactly what the AFT survey does."

Attorney Evan Goyke, a public defender for the state of Wisconsin, is not surprised by the pay discrepancy in his field. "As a recent graduate, I know what many of my private sector friends make," says Goyke, who graduated from law school in May 2009. "It is the talk of the law school during graduation season."

Goyke, a member of AFT-Wisconsin's Wisconsin State Public Defenders Association, thinks salary comparisons between the private and public sectors are inappropriate anyway. "Government, in my opinion, is not a business," he says. "My job is to fulfill a constitutional right." And while he's fulfilling that right for the poor among us, Goyke is not relinquishing his professional conduct. "I want my service level to be equivalent to the lawyer who makes \$400 an hour."

The data, which are provided by state compensation and personnel professionals, regularly show that collective bargaining pays. Jobs whose salaries were negotiated through collective bargaining paid \$52,419 on average compared with \$38,713 for jobs without collective bargaining. In other words, state professionals with collective bargaining earn an average of 35 percent more than their counterparts in non-collective bargaining states. [Kathy Walsh]



To: Farmingdale Chapter Membership

From: Jamie Dangler, UUP Chief Negotiator
Mike Smiles, UUP Associate Chief Negotiator

Date: August 25, 2010

Subject: **Announcement of Negotiations Team Chapter Visits**

UUP Contract Negotiations Team Open Meeting with Chapter Members

Date: *Thursday, November 4th*

Time: *11:00 a.m.*

Location: *Gleeson 204*

Chief Negotiator: Jamie Dangler, UUP Statewide Executive Board Member and Cortland UUP Chapter President

Associate Chief Negotiator: Mike Smiles, UUP Statewide Executive Board Member and Farmingdale UUP Chapter Executive Board Member

Other visiting UUP Negotiations Team members will be announced before the meeting.

The **2007-2011 Agreement Between the State of New York and United University Professions** expires July 1, 2011. UUP's extensive preparations to negotiate the successor contract are in progress. As many members of the Negotiations Team as possible will travel to all UUP Chapters during the statewide listening tour – an *in person* means of communication with members for UUP's needs assessment phase.

Negotiations Team members will be here to listen to your ideas, thoughts, and concerns. Information about the entire negotiations process can be discussed as well.

Please don't miss this unique opportunity to express your views and offer ideas, suggestions, and recommendations directly to members of the UUP Negotiations Team. They'll be here in person to meet YOU – the members!

Make sure your voice is heard!



10.2.10
WASHINGTON, DC

**PUTTING AMERICA BACK TO WORK
PULLING AMERICA BACK TOGETHER**

ONE NATION
WORKING, TOGETHER

MARCH FOR JOBS
OneNationWorkingTogether.org

**PUTTING AMERICA BACK TO WORK
PULLING AMERICA BACK TOGETHER**

ONE NATION
WORKING, TOGETHER

ONE NATION is about redirecting our national priorities while elevating our national dialogue from its current politics of division and isolation and unifying America around a hopeful and inspiring vision for our country.

On **10-2-10**, **ONE NATION** will lead a **MARCH IN WASHINGTON, DC** to put America back to work. Join the fight to create millions of new jobs, a fair banking system, and an economy that works for all! Make plans to march in Washington, DC on 10-2-10 and help put America back to work!

Visit OneNationWorkingTogether.org today! Contact onenationteam@onenationworkingtogether.org or call 202.533.2575

AFT Supporting One Nation March in Washington on Oct. 2

Thousands of people from around the country will gather on the National Mall in Washington, D.C., on Oct. 2 for the One Nation march to celebrate what unites us and to call for a "reordering [of] our nation's priorities to invest in our most valuable resource—our people."

More than 170 groups and organizations, including the AFT and our brothers and sisters throughout labor, have signed on to be part of this important moment. The One Nation organizers are working day and night to create an event that not only is logistically complex but also requires melding the voices and priorities of all who plan to participate. More information about the march is available on the [One Nation website](http://OneNationWorkingTogether.org), but final information about the program is not currently available—though more is expected soon.

We hope that you will join with your members, and with members of your larger community, in Washington, D.C., on Oct. 2.

Get Involved - Your Job Depends On It!!



by Charlie McAteer UUP's Outreach (Legislative) LI Regional Coordinator

UUP, your union, has meet with the political coordinators from New York State United Teachers, our parent organization representing 600,000 unionized New Yorkers like yourself, and debated the political endorsements for this year's election on November 2nd.

The following Federal, Statewide & Local candidates have been approved for endorsement:

For US Senate, Charles Schumer and Kirsten Gillibrand

For House of Reps.:

- Dist.1 Tim Bishop
- Dist.2 Steve Israel
- Dist.4 Carolyn McCarthy
- Dist.5 Gary Ackerman

For NYS Comptroller Thomas DiNapoli

For NYS Senate Dist.1 Kenneth P. LaValle

For NYS Assembly:

- Dist.1 Marc Alessi
- Dist.2 Fred Thiele Jr.
- Dist. 3 Rob Calarco
- Dist.4 Steven Englebright
- Dist.5 Ken Mangan (in primary & gen. election)
- Dist.6 Philip Ramos
- Dist.8 Philip Boyle
- Dist.9 Andrew Raia
- Dist.11 Robert Sweeney
- Dist.12 Joseph Saladino
- Dist.13 Charles Lavine
- Dist.16 Michelle Schimel
- Dist.17 Tom McKeivitt
- Dist.18 Earlene Hooper
- Dist.19 David McDonough,
- Dist.20 Harvey Weisenberg

With the stakes so high next year, with a new Governor and legislature taking over, it is important to be registered to vote (deadline to post-mark any new voter registration form is October 8th). Your vote is very important along with your voice. If you want to help by calling fellow NYSUT members (and earning a nice new red UUP polo shirt) contact the chapter office at 2-6570 for details. The calls will be in late afternoon/early evening about an hour or so of your time with food provided at the NYSUT Suffolk HQ at 150 Vanderbilt Motor Parkway, Hauppauge, NY 11788 (631-273-8822). Remember your job may depend on whom gets elected; please get involved and enjoy a new UUP red polo shirt (provide your size), some food/drink and meet your fellow Long Island NY-SUT members. Thanks

UUP Farmingdale Membership Benefit

BJ's Membership—New or Renewal



UUP members can get a new BJ's membership, or a renewal of an existing membership, at a discounted price.

Join or renew now and save \$10 on the \$45 Membership fee. Or, choose BJ's Rewards Membership, save \$10 on the \$80 Membership fee and start earning 2% Payback with your very first BJ's purchase.

Application form can be found at: <http://www.farmingdale.edu/~uup/bjapp.doc>

Send this application form to:

**BJ's Wholesale Club
3635 Hempstead Tpke.
Levittown, NY 11756**

Attention: Frances Fristachi, Membership Coordinator



VOTE/COPE

by Margaret Porciello

Have you heard any of the union bashing in the press lately? What really irks me is the misinformation being spouted by the press as they try to discredit the labor movement.

While working at home last Friday, my blood boiled as I listened to Fox Business News host Stuart Varney complaining about unions. Apparently this is an on-going issue with him.

What really bothered me about his tirade was the misinformation that he spread as he stated: (1) unions use their dues to support political activity and (2) state workers all have a costly pension. Regarding the latter, many of us do not have a "defined benefit" (pension), but rather belong to a "defined contribution" or Optional Retirement Plan (ORP). This misinformation annoys me greatly; however, it is the "union dues for political activity" that I want to address here.

Did you know that VOTE/COPE stands for "Voice of Teachers for Education—Committee on Political Action?"

As NYSUT explains the fund: *"VOTE-COPE is NYSUT's non-partisan political action fund that coordinates the voluntary contributions of members and supports NYSUT-endorsed candidates and campaign committees that are pro-public education and pro-labor."*

One recent example of the use of VOTE/COPE funds on the state-wide level was the blocking of Governor Paterson's decision to furlough SUNY employees.

What is VOTE-COPE?

VOTE-COPE is the Voice of Teachers for Education - Committee on Political Education, the non-partisan political action arm of New York State United Teachers and its affiliates. Funded entirely by voluntary contributions from members, VOTE-COPE is used to help union-backed candidates and campaign committees that support education and labor.

VOTE-COPE helps strengthen political action programs at all levels — national, state and local. To help on the local level, VOTE-COPE provides rebates to participating unions for local political action.

VOTE-COPE funds, by law, are kept separate from those of NYSUT. Decisions on the use of VOTE-COPE contributions are made by a statewide committee. VOTE-COPE solicits and accepts only voluntary contributions. Contributions or gifts to VOTE-COPE are not tax deductible.

Support our political action fund. GIVE TO



Did you know that UUP recently earned its first statewide NYSUT VOTE-COPE Abel Blatman Award for contributions of \$10 per member? In the 2009-2010 academic year, UUP raised a record \$230,666, an 11 percent increase over the previous year.

When it is time to make your voluntary contribution to VOTE/COPE, let's remember that we could have lost 20% of our salary if there were no VOTE/COPE funds. ♦



CONTRACT NEGOTIATIONS

2010 Needs Assessment and Member Input

INDIVIDUAL MEMBER SUGGESTIONS

UUP's current contract will expire on July 1, 2011. When we make demands at the negotiations table we are frequently asked to provide examples and details to support our positions. The most convincing arguments often come from our members' anecdotal stories. Please describe the details of a need or problem you feel could be addressed through contract negotiations. Careful review of members' suggestions will be a critical component of UUP's needs assessment and information gathering process leading up to contract negotiations.

Need/Problem: _____

Comments/Suggestions/Background Story: {Please Use Back of Form if Needed}

Please fill out the following so that we can contact you if we need more information.

ALL INFORMATION YOU PROVIDE WILL BE KEPT CONFIDENTIAL.

| | |
|-----------------------|----------------------|
| Name _____ | |
| Department _____ | Chapter _____ |
| Phone [] _____ | E-mail Address _____ |

May UUP use the information you've written during negotiations? Yes ☐ No ☐

If needed, may UUP use your name, department, & chapter during negotiations? Yes ☐ No ☐

Member Suggestion Forms which are brought to or filled out during the Fall 2010 Negotiations Team visits to each chapter will be collected by the visiting Team members. These forms can also be returned to Jamie Dangler, Chief Negotiator, at UUP, P.O. Box 15143, Albany, N.Y., 12212-4206. Feel free to e-mail Jamie at jdangler@uupmail.org with any additional thoughts and suggestions. All comments from members will be reviewed by the UUP Negotiations Committee and Negotiations Team.



Enroll in the Dependent Care Advantage Account and Keep More \$\$\$ in Your Pocket

Do you pay for child care, elder care, or a disabled dependent care in order to go to work? If the answer is yes, then enrolling in the Dependent Care Advantage Account (DCAAccount) may be an excellent money-saving opportunity for you and your family. You keep more money in your pocket because:

- the State contributes money that you can use for eligible expenses
- the money you set aside in your DCAAccount reduces your taxable income

Your household may contribute up to \$5,000 per year (including any employer contribution that you may be eligible for) TAX-FREE to pay for dependent care expenses, including child care and adult daycare, before or after-school programs, family daycare, home aides, nursery school, and summer day camp.

2011 Open Enrollment

The enrollment period for the 2011 calendar year begins on September 20 and ends on Monday, November 15, 2010. Enrollment is paperless and the application process is quick, easy, and secure. You can enroll by Internet or telephone.

Internet Enrollment: Log on to www.flexspend.ny.gov for the online application. You will also find program information, including a useful tax calculator. The tax calculator shows you how much money the DCAAccount will save you on your dependent care expenses.

Telephone Enrollment: If you don't have Internet access or prefer speaking with a customer service representative, call 1-800-358-7202, and select option 1. The customer service representative will answer your questions and complete the application for you.

Employer Contribution

The employer contribution for the 2011 plan year provides **up to \$800** for UUP-represented employees who enroll. Employees may enroll for just the employer contribution—no match is required. If both spouses are state employees in an eligible bargaining unit, both may enroll for the employer contribution. The 2011 employer contribution rates are:

| <i>If your full-time salary is...</i> | <i>The employer contribution is...</i> |
|---------------------------------------|--|
| Over \$70,000 | \$300 |
| \$60,001-\$70,000 | \$400 |
| \$50,001-\$60,000 | \$500 |
| \$40,001-\$50,000 | \$600 |
| \$30,001-\$40,000 | \$700 |
| Up to \$30,000 | \$800 |

Open Enrollment Deadline

The 2011 open enrollment period ends at midnight on Monday, November 15, 2010. No applications are accepted after this deadline.

Be Informed and Don't Lose Out!

Learn more about this important benefit and don't miss out on the once-per year open enrollment opportunity to save money on dependent care expenses!

If you have questions about the DCAAccount or would like more information about the program, visit www.flexspend.ny.gov or call 1-800-358-7202, option 2.



FARMINGDALE CHAPTER

EXECUTIVE BOARD

Yolanda Pauze

President

Robert Reganse

VP Academics

Valerie Madeska

VP Professionals

Bob Simins

Treasurer

Debbie Nilsen

Secretary

Solomon Ayo

Health & Safety

Dolores Ciaccio

Affirmative Action

Robert Elgart

Affirmative Action

Henry Ellis

Part-time Concerns

Staci Gardner

EOC Concerns

Vicki Janik

Academic Grievance

Casey Bond

Professional Grievance

Barbara Maertz

Legislative Chair

Azadeh Mirzadeh

Library Concerns

Debbie Nilsen

Membership Chair

Margaret Porciello

Newsletter Editor

Webmaster

Lou Scala

Dept Reps Chair

Russell Tuthill

Retiree Concerns

DELEGATES:

Academic

Robert Elgart
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

866-320-4760 (TTY/TTD: 866-228-2809)

www.nysbalance.ny.gov • Username: nys • Password: balance



Resources for Work & Life

NYS-Balance, a free resource and referral service, will help you and your family with work, family, daily life, finances, health, and well-being. The NYS-Balance Program is accessible by phone or web 24 hours a day, seven days a week. The service is always confidential and is available at no cost to you or your family. NYS-Balance makes life less complicated.

Additional resources are available through your NYS Employee Assistance Program (EAP). For more information about EAP and other Work-Life Services benefits, please visit www.worklife.ny.gov.



CHAPTER MEMBERS on STATEWIDE COMMITTEES

Pearl Brod

UUP Scholarship Development

Robert Elgart

Membership

Henry G. Ellis

Part-time Concerns

Jim Friel

Technology Issues
RELAG

Staci Gardner

Family Leave
UUP Outreach
Women's Rights & Concerns

Del Janik

Globalization &
Corporatization
Grievance

Vicki Janik

Grievance
Task Force on Emerging Issues
of Diversity
Women's Rights & Concerns*

Valerie Madeska

Professional Issues

Barbara Maertz

Active Retired Membership
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. *The opinions expressed in this newsletter are those of the contributors and not necessarily those of UUPF.*