



Unifier



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Recommend a Scholar



UUP College Scholarship Fund

The UUP Scholarship Fund was created by the union to celebrate its members' commitment to academic excellence and the life of the mind, and to their endeavors in the promotion of social justice.

The UUP College Scholarship Fund gives scholarships in honor of UUP members and their families who have donated generously--both in time and in money -- to the scholarship fund.

One-time scholarships of \$2,000 are awarded to SUNY undergraduates who demonstrate a commitment to academic excellence, social justice issues and labor ideals.

Among other things, eligible candidates will:

- Be full-time undergraduate students at a state-operated campus of SUNY;
- demonstrate a tireless quest for academic and personal excellence; and
- have completed at least 18 credit hours at any SUNY campus with a grade point average of at least 3.75.

A complete list of scholarship eligibility requirements and applications may be obtained from campus financial aid offices; on the UUP website at www.uupinfo.org (click on Scholarships to get a fillable PDF application that can be emailed to kplowman@uupmail.org); or by writing to UUP College Scholarship Fund, P.O. Box 15143, Albany, NY 12212-5143. Deadline March 1, 2011.

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IMPORTANT

Membership Meetings

- February 17th – General Membership
- March 24th – General Membership
- April 28th – General Membership

Let's Get the Facts Straight about Public Employee Pensions

... Before we get too far into the debate, it is important that we establish a threshold of truth – a foundation of facts that will help guide us toward smart and productive solutions.

* Public employees are not fat cats or members of the privileged class, as some argue. They are teachers, nurses, sanitation workers, janitors, cops and firemen. These are people who deliver essential public services-the very services that taxpayers expect to receive in return for their tax dollars. Of the 7.7 million retired state and local government workers in 2008, the average retirement benefit was \$22,653. (<http://www.census.gov/govs/retire>)

* Public employees are contributing substantial amounts to their pension funds. In 2008, the 14 million state and local government workers contributed \$37 billion to their pension funds. The average contribution was \$2,512 per active employee. It is worth noting that taxpayers are directly responsible for only about 14 percent of public retirement benefits. (<http://www.census.gov/govs/qpr/>)

* Public pensions mean that households with retired public workers use less public assistance than other retirees' households, saving the nation \$7.9 billion per year in healthcare spending. Many public employees are not covered by Social Security and so rely even more on their pensions. (AFT calculation using Table 6 http://www.nirsonline.org/storage/nirs/documents/pension_factor_web.pdf and <http://www.census.gov/govs/retire/2008ret05a.html>)

* The irony should be lost on no one that the very people who seek to deprive public employees of their federally protected right to organize, and to deny them a portion of their health and pension benefits, are the ones who have championed giving tax cuts to millionaires, further exacerbating the fiscal crisis. Requiring sacrifices from working people but not from the very wealthy is not a viable solution.

It's not surprising that public employees are under attack given the economic insecurity that stalks millions of American families. Much of this attitude also comes from years of Republicans' pent-up animosity against labor unions that had the audacity to seek economic and retirement security – a goal that all Americans aspire to and that is commonly known as the American dream.

The twisted facts and false arguments need to be addressed head on. Perhaps the most glaring of these is that bargaining rights for public employees have caused state deficits to skyrocket. In fact, there is little or no correlation. Some states like North Carolina and Arizona-which deny employee bargaining rights-are running deficits greater than 30 percent of spending. Other states, like Massachusetts, New Mexico and Montana-which allow employee bargaining rights-have deficits less than 10 percent.

We are making a serious commitment to be active partners in solving the fiscal crisis that threatens us all. But a dose of intellectual honesty and a set of facts must be introduced before serious solutions are considered.

Let the debate begin.

Excerpt from AFT email Jan 16, 2011

President's Message

STATE OF THE STATE

In his State of the State address, Governor Cuomo announced that we face a \$10 billion deficit for 2011-12, \$8-9 billion of which he expects to come from cuts in spending. He plans to impose "...a one-year salary freeze on the vast majority of public employees whose contracts are up for renegotiation..." (more on that at our General Membership meeting).

As taxpayers, we are supposed to be impressed by the pronouncement that he's going to institute this *emergency plan* without borrowing or raising taxes. Hmm...

So when should he tax and borrow, when we *don't* need it? No, no, raising taxes and borrowing is always a bad idea. Cutting essential services, like public hospitals and education, is the best thing to do in times like these, when... taxpayers... need them... the most... (?)

Well, I'm sure there's a good idea somewhere in this plan. Ah yes, the governor plans to **Re-design** New York State government in order to provide essential services more efficiently. To this end, he is creating the Spending and Government Efficiency (SAGE) Committee, which is charged with making the state

"more accountable and efficient by reducing the number of agencies, authorities, and commissions by 20 percent."

Wait, which agencies, authorities and commissions? How much does 20% amount to? And what's the operating budget of this new committee going to

be? Hmm... This doesn't smell like sage to me.

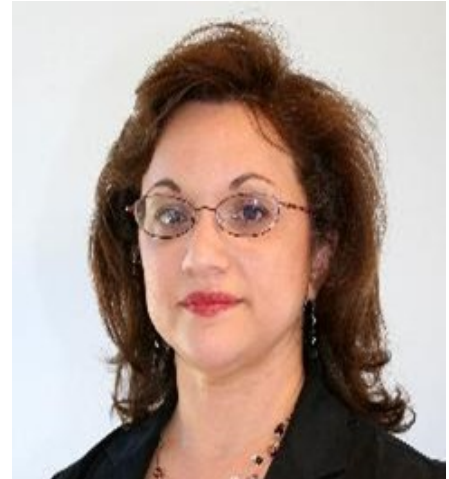
The governor also plans to **Redesign** local government, **Redesign** Medicaid, and **Redesign** public education. These must be the salt, pepper and garlic of his plan. We may have a new pot, but I'm smellin' the same old stew.

STATE OF THE UNIVERSITY

The impact of this budget on SUNY amounts to another hundred million dollar hit, bringing the total cuts since 2008 to \$685 million. To put it into perspective, that's **the total operating budgets of 13 campuses!!!**

Unfortunately, instead of fighting for full funding restoration, our chancellor appears focused on making matters worse. Her brain trust has come up with proposals like instituting enrollment caps, using graduation rates to determine operating budgets, and having campuses compete for special funding. At least now we have some specific objectives that we can argue against, which last year were cloaked in language like *discretionary spending*, and *fiscal autonomy*.

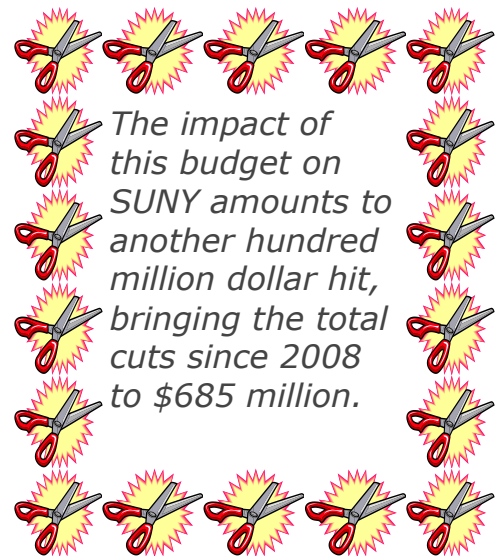
Chancellor Zimpher clearly identified her "flagship" campuses a year ago – and **Farmingdale is NOT one of them.** PHEEIA died as a whole six months ago. But if the chancellor is granted the authority to allocated funds DSI-style, we will have won the battle and lost the war.



STATE OF YOUR UNION

Chapter elections are around the corner. Several new members have stepped up ready to represent you. To meet them, and to get an update on contract negotiations, come to the next General Membership meeting on Thursday, February 17th. Bring your calendar.

Yolanda Pauzé



Retirement Planning Videos

The Work Life Services Committee is pleased to announce that the new series of short videos, the Planning Your Successful Retirement Video Guide, is now available.

Designed for executive branch employees, the 22 videos range in length from six to fifteen minutes. They were created in partnership with the Office of the State Comptroller, the Department of Civil Service, the NYS Deferred Compensation Plan, and the Social Security Administration.

Employees can view the Retirement Video Guide at either of two websites, www.worklife.ny.gov or www.youtube.com/user/GOERWebServices, by topic, in any order, depending on what questions they may have or the topics they want to learn about. Each segment explains where additional information is available.

Since these videos provide only highlights, we encourage employees to review the more comprehensive retirement planning information on the Work Life Services website, www.worklife.ny.gov. There they will find the Self Help Guide to PreRetirement Planning, as well as a checklist, a resource list, and monthly tips about planning for retirement.



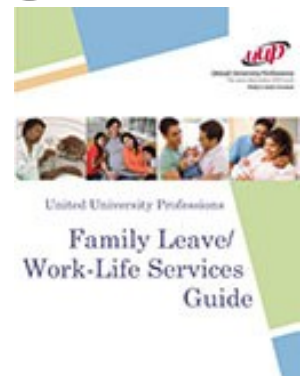
GOER also sent an email out to Directors of Human Resources and Directors of Training to announce the videos.

Family Leave Committee

Family Leave / Work-Life Services Guide

by Staci Gardner

As a member of the Family Leave Committee, I would like to announce the launching of the United University Professions Family Leave / Work-Life Services Guide. It is a guide that outlines the many options and services for our members that relate to such issues as Family Leave and can help our members obtain Work-Life Services. I would like our members to know this and that the guide is available on the UUP's website under Latest Info. In addition, the Farmingdale's UUP Office is awaiting hard copies for our members' perusal.



Legislative Action

Are you aware that Governor Cuomo's budget includes another cut to SUNY—nearly \$100 million— and that he is seeking for some SUNY "flexibility" proposals similar to those proposed in **PHEEIA**? Farmingdale UUP members are being asked to participate in some local and upstate lobbying efforts.

The dates for these lobby days are:

- 2/24 (11 am to noon)—Assemblyman Sweeney's Office in Lindenhurst
- 3/1 (all day) - UUP Albany Lobby Day
- 3/3 11 am to noon)—Senator Fuschillo's Office in Massapequa (TENTATIVE)
- 3/29 (all day) - UUP Albany Lobby Day

Visit our web site:

<http://farmingdale.edu/uupf>

for more information and
"Talking Points"

Reservations
will be
required

UUP's Annual Legislator's Event

**The United University Professions'
Farmingdale College Chapter**

**Invites you to attend its
Annual Legislator's Event
on**

**Friday March 18, 2011
University Club in Knapp Hall
10:30 AM—12:00 noon**

**Please e-mail Debbie Amato
at
uupfdamato@aol.com, or call 631 694 8873 to
confirm your attendance.**

BRUNCH WILL BE SERVED FOR UUPF MEMBERS ONLY!

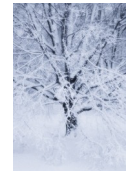


News Update!

- ◆ At the Delegate's Assembly 2/4 - 2/5/11 - the following information was revealed;
- ◆ The statewide Task Force on Pay Equity Based on Race is conducting a salary equity study within the UUP membership. UUP Farmingdale's membership is encouraged to participate in this important activity by completing a survey. The survey is available online at uupinfo.org. In addition, a hard copy will be available at the Chapter's UUP Office.
- ◆ Assistance is available if you require it -
- ◆ Darleyne Mayers,
- ◆ Member of the Statewide Committee -Task Force on Pay Equity Based on Race.

Health and Safety Concerns

ICE, SNOW and Safety



Happy New Year to all and welcome back to the 2011, spring semester. As everyone is aware, Long Island and our campus have experienced an unprecedented severe winter with heavy snow and icy roads. The UUPF Health and Safety Committee received several calls and emails from members regarding their mobility around campus under the snowy weather conditions. There were complaints about the condition of roads, sidewalks and parking lots, for both the able and the handicapped.

These concerns were shared with the Campus Health and Safety chair, Marvin Fischer. Thanks to the effort of the ground crews, affected areas were plowed and there was great improvement. The important lesson to note here is that it helps to report your concerns on time to the appropriate personnel. While the ground crews are doing their very best, one should also be prepared by following the directives on the campus web site. If you sent an email, do save a copy. I can be reached at ayoso@farmingdale.edu

In solidarity,

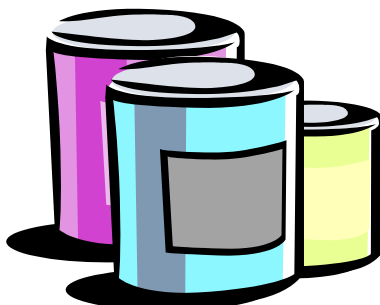
Solomon Ayo,

UUPF, Health and Safety Chair

Long Island Cares - Don't Forget!

Henry Ellis received this "Thank You" from Long Island Cares because of the donations of non-perishable food that UUPF members made at the last two UUPF General Membership meetings.

We will continue to take part in this campaign, so **PLEASE DON'T FORGET TO BRING A NON-PERISHABLE FOOD ITEM TO THE GENERAL MEMBERSHIP MEETING ON THURSDAY, FEBRUARY 17th**



*"To know is to care
To care is to act
To act is to make a difference."*

- Harry Chapin, Founder

*We sincerely appreciate your friendship and support.
Thank you for the confidence you have shown in us by
your donation of food. Your generosity will help to make
a difference in the lives of hungry Long Islanders.*



Sincerely,

Paule

*Paule T. Pachter, ACSW, LMSW
Executive Director*

Are you up to the challenge?

If you're like most people, you make New Year's resolutions only to break them soon after. NYSUT Member Benefits challenges all NYSUT members to make and keep this one resolution: I resolve to draw up (or update) my will.

The importance of having a will to protect your loved ones and your wishes cannot be stressed enough. This is especially true if you have children under the age of 18. A will allows you to name a legal guardian(s) for your children. It also ensures that your estate will be distributed according to your desires. Without a valid will, these very important, personal decisions are made by the state.

The Legal Service Plan endorsed by NYSUT Member Benefits Trust is a convenient vehicle to help you meet this challenge. It provides one simple will or update, free. A simple will provides for the proceeds of one's estate to be distributed to specifically named beneficiary(ies), with an alternate distribution plan in the event the primary beneficiary predeceases the writer of the will. With a simple will, proceeds are to be distributed outright with no conditions attached. Placing a condition on a bequest requires a trust, which can be obtained from the Legal Plan for a fee.

In addition to the simple will, you'll receive a durable power of attorney, living will and health care proxy, all important documents to have in place *before* the need for them arises.

The plan also gives you access to unlimited, toll-free legal advice from plan attorneys. These attorneys will make phone calls and write



third-party correspondence, at no charge, to resolve personal legal situations on your behalf before they become major problems. In addition, when you enroll in this plan, you receive two coupons for free, hour-long consultations with a plan attorney.

Is there a real estate transaction coming up in your near future? Do you have any traffic violations? You can receive legal assistance on a variety of personal legal matters when you enroll in the Legal Service Plan. If the matter can't be resolved over the phone or with a letter, you will be referred to a

plan attorney in your area, who will charge you \$200 an hour or 40 percent off the usual hourly rate, whichever is lower. Optional riders for Elder Law services and for business protection can be added to your legal plan coverage.

Don't put it off any longer! Draw up your will. Enroll in the Legal Service Plan and use its service to help you, or do it

another way, but just do it! The peace of mind you'll have once you know you have taken care of your loved ones far outweighs any unpleasantness associated with making up your will.

If you happen to belong to a local association that provides a group legal service plan to you through the local or its benefit fund, remember to take advantage of the plan's benefits.

If not, you can enroll in the voluntary plan online at www.memberbenefits.nysut.org, or view and print a descriptive brochure and enrollment form online. You can also call NYSUT Member Benefits at 800-626-8101.



The Legal Service Plan provided through Feldman, Kramer & Monaco, P.C. is a NYSUT Member Benefits Trust (Member Benefits)-endorsed program. Member Benefits has an endorsement arrangement of 33.33% of annual participation fees received for this program. All such payments to Member Benefits are used solely to defray the costs of administering its various programs and, where appropriate, to enhance them. Member Benefits acts as your advocate; please contact Member Benefits at 800-626-8101 if you experience a problem with any endorsed program. Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits-endorsed programs.

Jan./Feb. '11



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Contingent Affairs

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Yolanda Pauze

Comm. of Chapter Presidents

Task Force on Pay Equity Based

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EOC Concerns***

Evaluation Task Force*

Technology Sector

Mike Smiles

Technology Issues***

Technology Sector***

Diane Yorg

EOC Concerns

*indicates committee chairmanship

** indicates Vice Chair

*** indicates Executive Board Liaison

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.*
