



Unifier

UNITED UNIVERSITY PROFESSIONS



FARMINGDALE CHAPTER



March 2011



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Legislative Brunch

By Lloyd Makarowitz

The annual UUPF Legislative Brunch was held in the University Club on Friday, March 11, 2011. The meeting was extremely well attended by both legislators and members of the campus community.

The College was privileged to host Assemblyman Robert K. Sweeney, Assemblyman Steve Englebright, Assemblywoman Michelle Schimel, and representatives from Deputy Speaker Earlene Hooper and Senator John J. Flanagan.

Ms. Yolanda Pauze, President of UUPF, welcomed the guests and members to the meeting. Dr. Hubert Keen, President of Farmingdale State College, welcomed everyone as well, and set the tone for the meeting by emphasizing the importance of maintaining proper funding levels to provide needed resources to the campus. Ms. Dolores Ciaccio, Director of the Career Devel-

continued on page 4



President Keen, Yolanda Pauze, Barbara Maertz, Assemblyman Sweeney, and Robert Reganse

UUPF Long Island Cares - Don't Forget!



UUP Farmingdale members have been bringing non-perishable food items to UUPF General Membership meetings to support Long Island Cares.

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General Membership Meetings
are held in GLSN 204

IMPORTANT

Membership Meetings

- March 24th — General Membership
- March 29th—Albany Rally
- March 31st—New Professionals Workshop
- April 5th—New Academics Workshop
- April 28th — General Membership
- May 24th—Professionals Workshop

Legislative Visit - 2/24

by **Barbara Maertz**

There was an enthusiastic group of UUP members from Farmingdale visiting Assemblyman Sweeney's office on February 24th.

President Yolanda Pauze presented UUP positions and there were many questions for the assemblyman about the status of the budget.

The assemblyman was agreeable to working with the union to avoid cut-backs to the SUNY budget, but cautioned that some cuts must be made in all areas for the budget to be balanced. He expressed support for the millionaires tax to be retained, and agreed to look into the SUNY Chancellor's admissions caps which would negatively impact Farmingdale.

Bob Reganse and Vicki Janik spoke strongly in urging the assemblyman to support student access to public education, class availability for current students to enable them to complete their degree in a timely manner, and the need for more full time faculty.

Assemblyman Sweeney agreed to speak at the legislative event to be held at Farmingdale on Friday, March 11, 2011 (*see cover story*) in order to give further updates on the budget. He also urged UUPF members to visit the senators' offices as well. ♦



Darleyne Mayers, Yolanda Pauzé, Barbara Maertz, Bob Reganse, Del Janik, Vicki Janik, and Assemblyman Sweeney



Assemblyman Robert K. Sweeney



Vicki Janik, KC Bond, Bob Reganse, Darleyne Mayers, Barbara Maertz, Yolanda Pauzé, Assemblyman Sweeney, Solomon Ayo, Margaret Porciello and Del Janik

NOTE: The March 3, 2011 issue of Newsday included the following:

"The fight over the personal income tax is shaping up as Cuomo tries to cut \$1 billion from the 2011-2012 budget. New York City and some suburban Democrats support extending the [Millionaire's] tax, including 20 Senate Democrats who sent a letter to Cuomo yesterday urging him to change his mind.

Advocates say the tax would soften the blow of cuts to health care and schools

"It makes it a little bit easier and causes a little less damage," said Assemb, Robert Sweeney (D-Lindenhurst)

*reprinted from Newsday
"Capitol clogged by tax protests" by Michael Amon*

President's Message

Advocacy Note: BE CAREFUL WHAT YOU WISH FOR

While Governor Cuomo and the New York State Senate are doing everything in their power to prevent greater "burdens" on the rich, they advocate for SUNY tuition increases which are essentially a tax on students. As SUNY employees we find ourselves in the difficult position of also advocating for nominal, uniform, predictable tuition increases in an effort to *keep the doors open*. The truth of the matter is that tuition increases are totally pointless if not met with proportional increases in state support.

However, SUNY's current full-time tuition is just \$60 below the TAP cap, so the \$300-\$500 amounts we've been reading about would not be covered by TAP, resulting in an even greater burden on the poorest students.

So, YES, by all means, let's advocate for a **Rational Tuition Plan**, but be certain that your message is clear. Insist that the schedule of increases that are put in place are matched dollar-for-dollar with increases in state support and TAP cap increases. Less than that will net "0" and we'll be right back here again next year.

THE BIGGER PICTURE

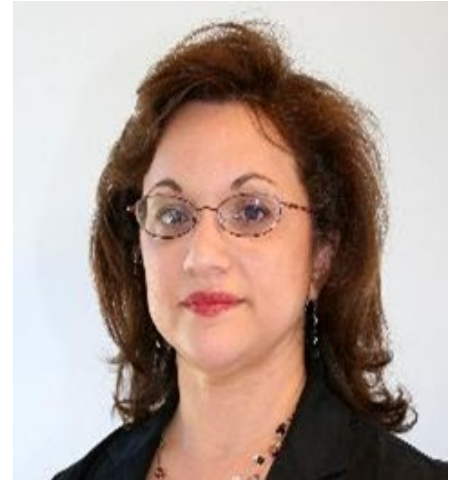
Collective bargaining, tenure, labor, public hospitals, Social Security Medicare; nurses, teachers, police, all public services and workers ... Everything provided by and for the middle class is under attack across the country. Wisconsin, Michigan, Idaho, Penn-

sylvania, New Jersey... How much longer do you think New York can hold out against the "right to work" movement?

I know that some of you would like me to focus on the status of the Farmingdale campus. I think that campus governance and administration are doing a pretty good job of keeping you posted on that. Others want UUP to focus on *the Contract*. That too is progressing as it should. Still others want to learn about local employee problems, but that's what this week's General Membership meeting is for.

Instead, I'd like to share with you some facts that were presented to the legislators who attended our event on March 11th:

- New York State has the 15th largest economy in the **world**.
- California has the highest state income tax rates in the contiguous US **and** the largest population on billionaires, disproving the notion that one precludes the other.
- Corporate tax havens account for approximately \$8 **billion** in lost revenue in NYS every year.
- Uglad House, a 5-story building in the Cayman Islands is the registered address of over 18,000 companies, including hundreds of US companies.
- Among them are Bank of America (bailed out), Citibank (bailed out), GE and Exxon-Mobil – all of whom paid NO TAXES last year!



VP Bob Reganse shared this information with both UUP local and statewide executive boards. You can find it online, but you will probably never hear about it on the news because the major news networks also benefit from off shore tax havens [Rupert Murdoch: 782 subsidiaries in 14 countries]. Meanwhile, C-Span is no longer on basic cable, NPR... is no longer, and 'wikileaks' face prosecution.

It is UUPF's goal to keep our members motivated. No longer can we accept the notion that "there's no money". The Governor and the Senate say budget and service cuts are the "hard work" expected of government leaders. I say it's a cop out. Clearly our government is not for sale – it has been bought and paid for! It's time to take back our government. It's time to take back our country. It's time to **Change the Conversation**. ♦

Yolanda Pauzé

continued from page 1

opment Center, gave a brief talk on the Center's desperate need for seed money.

Questions were asked from the floor, all of them related to the current budget crisis. The legislators generally gave succinct responses, all of them indicating general support for the College and for the University.

Assemblywoman Schimel was particularly animated in confessing that she is a "tax and spend liberal", and is therefore highly supportive of maintaining

vital state services, and particularly, the State University.

In summary, the UUPF members at the brunch endeavored to get across to the legislators a single concept. SUNY employees (especially on Long Island) have always suffered with meager salaries and major expenses, working and living in New York. The recession was brought about by the excesses of bankers and brokers, who have, for the most part, been held harmless. Now, the workers of the State are being held responsible for this

economic downturn, and the State University is being asked to bear a grossly unfair share of the burden for its damages. In particular, the financial crisis is in danger of being used by ideologues to crush the state labor force that has made our democracy great. The legislators are being asked to protect the University against those who see its demise as a positive solution to the State's financial problems. The future of an educated and informed citizenry is at stake. ♦



Assemblywoman Michelle Schimel



Back row: Bob Reganse, xxx, Solomon Ayo, Staci Gardner
Front row: Tory Hare, bbb, Cheryl Canton, Darleyne Mayers



Assemblyman Robert K. Sweeney



Lloyd Makarowitz, Kris Malsheimer, and Stuart Chaskes



Bob Reganse



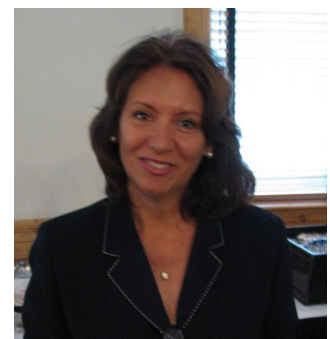
Nick Lolito, Bob Reganse, Yolanda Pauzé, and Senator Englebright



Russ Tuthill



Fayeze Samuel, John Masserwick, and Dominick Siani



Debbie Amato

EVERYONE: Support and Save SUNY

So here we are with yet another underfunded year for SUNY—but this time it is acutely, terribly underfunded. It not only involves \$100,000,000 less in the budget (excluding the hospitals), it also seems to have inspired the threat of a new funding formula—one that could bring great harm to Farmingdale. Being advocated for SUNY is “re-formed program growth and delivery,” “performance-based resource allocation,” as well as “innovative strategies to raise revenues from alternative sources.”



What should be done about SUNY? Thinking about the money, we can see that solutions are obvious:

1) cut costs (that's us—we're costs), 2) raise tuition a huge amount (that's our students), or 3) somehow figure out how to get more money and avoid some or all of the underfunding.

Solutions 1) and 2) require sacrifice from members of the working and middle class--our students and us. But we are the ones who have already lost so much in the recent greed-engendered Great Recession and paid so dearly for the bonus-heavy mini-recovery. Our middle class wealth (manifested in our houses and pension funds) has been hammered. And many of us and our loved ones may have careers that could collapse or be permanently diminished. Has the Governor decided that *we* are the ones best able to sacrifice? Can he not imagine anyone else being able to absorb the cost?

Here's what UUP resolved, by acclamation, on February 5 at the last Delegate Assembly: You've heard of the millionaire's tax. Before January 2009, anyone in New York State who earned over \$40,000 paid a flat 6.85% state income tax. But then, with the Great Recession, the millionaire's tax was created—for three years--because of the sudden, acute need to raise revenues. So households earning over \$300,000 began to pay an extra 1% in state income tax--7.85%, and those earning over \$500,000 paid 8.97%. This sort of misery for the affluent is to sunset on December 31, 2011.

But we in UUP, along with 55% of New Yorkers (Siena Poll, January 18, 2011), have said that *the sunset should not take place*. Students and middle and working class families should not be the only ones to sacrifice because of the floundering state economy. An extra 1% from those who have more--to pay for health, education, and welfare-- creates a lot less aggregate pain (and much more future tax revenue) than shrinking the university, raising tuition beyond affordability, and capping admission and thereby denying access to students. Does the Governor really believe that our students can afford a huge tuition increase more easily than Donald Trump or one of the Koch brothers can afford a temporary extra 2% in tax?

So please, come lobby as a member of UUP. Let our Legislators know that *sharing* the sacrifice diminishes the pain for everyone--and leads to a much quicker and more long-lasting recovery.

UUP Resolution Concerning the Millionaires' Tax [Supported by acclamation February 5, 2011]

Resolved, that UUP once again place as a priority the continuation of the so-called millionaire's tax beyond its December 31, 2011, sunset, which

includes two tax rates over the standard 6.85%--7.85% on households earning more than \$300,000 and 8.97% on households earning more than 500,000,

is projected to generate approximately \$5.4 billion per year in revenue to the State

according to a January 18 Siena poll, is favored by New Yorkers by a 55% to 42% margin; and be it further Resolved, that President Smith direct UUP to work with existing coalitions comprised of other like-minded organizations and that he contact Chancellor Zimpher and members of the Legislature in order to convey UUP's support for this legislation and strongly urge them to gain its successful passage. ◇

Majority in poll back employees in public sector unions

Feb. 28

The New York Times
ON THE WEB

A nationwide survey finds support for public employees as their collective bargaining rights are under siege in Wisconsin and Ohio:

Americans oppose weakening the bargaining rights of public employee unions by a margin of nearly two to one: 60 to 33 percent. While a slim majority of Republicans favored taking away some bargaining rights, they were outnumbered by large majorities of Democrats and independents who said they opposed weakening them.

Those surveyed said they opposed, 56 percent to 37 percent, cutting the pay or benefits of public employees to reduce deficits, breaking down along similar party lines. A majority of respondents who have no union members living in their households opposed both cuts in pay or benefits and taking away the collective bargaining rights of public employees.

Full story available at:

http://www.nytimes.com/2011/03/01/us/01poll.html?_r=1&scp=1&sq=public%20sector%20unions%20&st=cse

Unions rally to keep rights

Mar. 2

Democrat and Chronicle

Unionists unite in Albany in response to the assault on organized labor being waged in Wisconsin, Indiana and Ohio:

More than 1,500 union workers in New York rallied at the state Capitol on Tuesday, vowing to seek to retain workers' rights in the face of national backlash from state government leaders.

"We are, you are the backbone of this country," said Denis Hughes, president of the 2.5 million-member state AFL-CIO. "And that's why it's so galling that we find ourselves today defending the very nature of what it is we do, defending our integrity, only because we stand up for our rights."

Full story available at: <http://www.democratandchronicle.com/article/20110302/NEWS01/103020331/Unions-rally-keep-rights?odyssey=tab/topnews/text/News>



If you want to
"make the
pledge" visit:

www.aft.org/difference/pledge.cfm

I pledge to stand with members of the AFT and other unions, side by side with out allies, to make sure our voice is not suppressed or silenced.

I pledge to make a difference every day in the lives of children and adults who depend on me, striving to improve my workplace and my community.

I pledge to join my colleagues across the country to support fairness, justice, democracy and workers' rights.

I pledge to participate in the "We Are One" Week of Action by taking part in events in my community and showing my solidarity online, to help spread the message that unions matter.

And for those who still want to pretend that union-busting is the same as budget balancing, there's this, posted on [Minnesota Public Radio](http://minnesota.publicradio.org/display/web/2011/02/23/wisconsin-unions-pin/): <http://minnesota.publicradio.org/display/web/2011/02/23/wisconsin-unions-pin/>

"As a state economist and policy analyst, I was surprised that no one asked me about this proposal. I analyzed it for its economic impact. If public employee salaries are cut (through increased withholdings as proposed) by enough to fill the \$137 million budget gap, the resulting drop in consumer spending will lead to: 1) a loss of over 1,200 nongovernment jobs; 2) a loss of about \$100 million in business sales statewide; 3) a loss of nearly \$35 million in personal incomes of nongovernment employee households; 4) ironically, a loss of nearly \$10 million in state tax revenues." -- Robert Russell, economist and analyst, Madison.

from Solomon Ayo

Why They Are Rallying

excerpts from **INSIDE HIGHER ED**
February 23, 2011

Between the colorful rallies and counter-rallies, and legislators fleeing their own states, the debate over the right of public employees to unionize has captured national attention in the last two weeks.

Much of the debate over public employee unions in the national press has been somewhat theoretical, with conservative legislators talking about the need for states to have flexibility and union leaders talking about the need for their members to have a voice.

Inside Higher Ed asked faculty union leaders in Ohio, the state with both a strong base of academic unions and a current proposal that would end collective bargaining, why they are so concerned -- and what contract provisions they see exemplifying their role.

The answers provided by Ohio's unions didn't emphasize money, perhaps because these days there's not a lot of money to go around. Instead the responses focused on the way contracts can force colleges to maintain equitable, predictable policies and procedures that relate to everything from how one is evaluated for tenure to how many courses one teaches.

To view the entire article, visit
http://www.insidehighered.com/news/2011/02/23/ohio_faculty_union_leaders_talk_about_why_they_value_collective_bargaining

Defend the Dream



UUPF members (in red) Yolanda Pausé, Vicki Janik, Bob Reganse, Solomon Ayo and Margaret Porciello

On Wednesday, March 16th, a number of Farmingdale UUPers attended a rally sponsored by MoveOn. The rally, which was held at 5:30 p.m. at the Farming-

dale Post Office on Main Street. The Farmingdale contingent joined almost 70 others who wore red and white in support of the union workers in Wisconsin.



What Faculty Unions Do

When faculty members at the University of Illinois at Chicago began mobilizing for a union recognition drive in 2010 they were motivated in part by concern that the central administration was drifting away from the campus's historic commitment to its urban mission. Located in a substantially racially segregated city with many minority families having no college graduates, the campus had long studied urban life and offered upward mobility opportunities for local residents. Rather than just plead this cause with the administration, faculty members increasingly saw the need to sit down and negotiate binding levels of support for this mission.

When I visited the University of Northern Iowa in 2010 a different topic was under discussion. Faculty members were increasingly concerned about the debt levels their students were accumulating. They felt their union should make it a priority to address the issue and propose solutions to the problem.

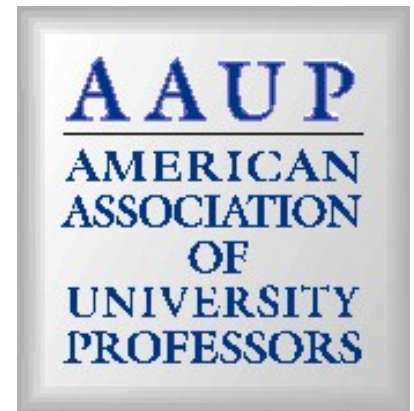
At the University of Rhode Island the faculty union took on the task of helping graduate student employees there organize for collective bargaining. Wages and working conditions for teaching and research assistants needed improvement. The only way to get them was to organize. A few years later they helped part-time faculty organize. Though it is not guaranteed, unionized faculty are more likely than their nonunionized counterparts to promote the welfare of all members of their college or university community.

Faculty unions are not simply about their own bread and butter

issues. Indeed research shows that, although unionized community college faculty earn more than their nonunionized counterparts, full-time unionized and non-unionized faculty at 4-year institutions earn about the same. But those are average figures. The AAUP has unionized campuses in Ohio and elsewhere—and jointly affiliated units-- that have done very well in comparison to their nonunionized peers. Moreover, when comparisons with peer institutions show that campus employees are poorly compensated, that information can be an effective argument for salary increases at the bargaining table. Most unionized faculty, indeed, have stronger benefits packages, and union contracts have proven good protection during a recession. Contractual raises were honored, and contracts prevented administrators from imposing furloughs without faculty consent. Yet the need to protect and enhance shared governance is instead often what motivates faculty members to form unions. Shared governance refers to the structures the administration and

Yet the need to protect and enhance shared governance is instead often what motivates faculty members to form unions.

the faculty put in place to assign primary responsibility for various elements of campus life. As professional educators, faculty members are particularly concerned with their role in curriculum design, setting hiring priorities,



and shaping instructional budget decisions. Unfortunately, on too many campuses the faculty is being supplanted in its areas of expertise by administrators who have no experience in or training for making decisions on academic and educational issues. A union contract is the best way to secure agreements on these matters. Thus a unionized faculty often has a better chance of putting its professional judgment to use, judgment that can otherwise be depreciated or dismissed.

Since the parties to a contract negotiation can have different interests and priorities, the process can be tense and difficult. Negotiations can break down if either or both parties are acting in bad faith or are unwilling to compromise. Yet the process offers a structure fundamentally directed toward resolving conflicts, not exacerbating them. Union negotiations can in fact restore working relations between faculty members and administrators on a campus where they have broken down.

As corporatization increasingly penetrates campuses, as business men and women come to dominate boards of trustees, and as a burgeoning class of career admin-

istrators with no classroom experience takes charge of decision-making, faculty members often realize they need to level the campus playing field if they are to have a chance to win support for the values they believe should define higher education. Of course for the thousands of faculty members who teach part-time or full-time on temporary appointments, most of them cut out of any meaningful role in campus governance, unionization is literally the only route to a living wage and decent working conditions.

Not only may they have no health care coverage without a union contract; they may have no office space or campus mailbox without one. But even tenured faculty increasingly feel disempowered. A faculty senate can bewail a campus trend to decrease investment in the primary mission of instruction. A union can negotiate to guarantee reinvestment in instruction. As one common slogan has it, "United We Negotiate, Divided We Beg."

A union can negotiate actual agreements for hiring the teachers departments need. Faculty unions have negotiated agreements increasing the proportion of the full-time faculty necessary to provide students with fully committed teachers. Many such faculty contracts benefit students by establishing required office hours, teaching loads, and student course evaluations.

Union contracts can also win contractual status for the fundamental values of academic freedom and shared governance. A legally binding contract is a much stronger guarantee than a faculty or staff handbook. The AAUP recommends specific language to secure these and other critical values, and union negotiators for faculty members, academic pro-

fessionals, or graduate student employees can get that language included in contracts. A good union contract can protect the right to speak forthrightly about campus policies. Without that protection, faculty members and academic professionals are vulnerable to sanctions or dismissal if they disagree with administration policies or proposals. A corporation can demand conformity from its employees; a university should not be able to do so.

Of course for the thousands of faculty members who teach part-time or full-time on temporary appointments, most of them cut out of any meaningful role in campus governance, unionization is literally the only route to a living wage and decent working conditions.

On many campuses, faculty members and other employees can be punished for vague, improper, or unsupported charges without any opportunity to defend themselves or confront their accusers. Sometimes the only appeal is to the very administrator who acted rashly in the first place. Union contracts typically establish clear, enforceable procedures to assure that faculty members, academic professionals, and graduate student employees receive due process. And they make the experience of pursuing grievances far more orderly by assigning them to dispassionate negotiation. For some people the due process clauses in a contract will prove its single most important feature. They ensure that justice can prevail at critical moments in a professional career.

Maintaining these values requires constant work. As I argue in my book *No University is an Island* (New York University Press,

2010), faculty unions can grow stale over time, the passion of their founders can be supplanted by the complaisance of later generations. Those faculty unions that have lost touch with their larger, community oriented social missions need to recover them. The current assaults on public employee unionization may trigger exactly that sort of renaissance.

Critics of faculty unionization often argue that faculty members are not like workers in an auto plant. How can such individualistic people benefit from a union? But as the paragraphs above suggest, a contract for faculty members or other academic professionals is a very different document from one for an assembly line worker. A good higher education union contract protects the freedom of choice and expression we value in members of a university community. It should embody fundamental universal AAUP principles of academic freedom and shared governance but also reflect an institution's distinctive character and mission and the priorities of the local faculty. A well written union contract helps faculty members become the individuals they want to be. The disparaging contrasts anti-union commentators have drawn between faculty members and industrial workers are fundamentally contemptible. Neither industrial nor campus solidarity is a form of herd mentality. Faculty solidarity is a collective method for securing individual rights and freedoms and a way to give authority and leverage to the values faculty endorse. Collective bargaining restores the balance of power that has been distorted by increasingly centralized administration.

In that context, the wave of anti-union legislation that has

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EAP CORNER



SAVE THE DATE : Thursday, March 31st.

Why? Because on that day EAP will be having **FREE** (my favorite word) **Cardiovascular Risk Screening**. Do you or your family have a history of heart disease, blocked arteries or suffer from varicose veins? Find out your "risk score profile". Cardiovascular disease is the #1 cause of morbidity and mortality in the United States.

The program consists of a questionnaire based on the Framingham Heart Study (ongoing since 1948) as well as free on-site ultrasound (sonogram) diagnostics for participants considered to be "at risk". Counseling and educational literature will be available, as well as a 45-second ongoing film on "What to do if you are alone and having a heart attack".

Presenter: Vein Care of New York
 When : **Thursday, March 31st**
 Where: **Ward Hall, the Great Room**
 Time: **10:00 am to 2:00 pm**

To **PRE-REGISTER**: send an e-mail to: Registration@veincareofnewyork.com

Make sure your e-mail includes your name, Farmingdale State College, and available time

Drop-ins are welcome as well as family members and retirees.
 Questions? Contact Kathy Devine @ EAP X2644

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overtaken state houses in 2011 is revealed to be far more sinister than an effort to cut investment in public higher education, wretched though that is for equal opportunity in a democratic society. It embodies a much larger cultural agenda, larger even than the aim of undercutting unions' impact on future elections. In the case of the attack on faculty unions at public colleges and universities, it is, I believe, an effort to produce docile campuses, campuses where faculty members and academic professionals who speak their minds can be cast out of the community because they no longer have unions to protect them. That is one impulse behind the special vengeance Ohio legislators have focused on faculty unions. Convinced by aging culture warriors

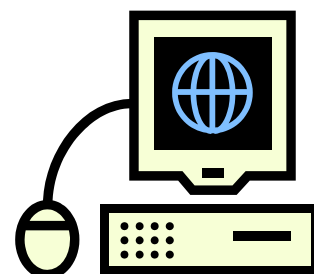
that American campuses are overwhelmingly progressive, Republican legislators want to legislate a silent Spring in American higher education. Those who care about higher education and academic freedom should spare no effort to defeat these efforts and restore the fundamental right of all employees to organize their voices as they choose.

Cary Nelson is president of the AAUP and Jubilee Professor of Liberal Arts and Science and Professor of English at the University of Illinois at Urbana-Champaign.

Visit our web site:

<http://farmingdale.edu/uupf>

for more information and



New financial education services offer something for everyone

If you're looking for information on financial services available to you as a NYSUT member, NYSUT Member Benefits may have something just for you. Considerable efforts have been put forth in creating new printed material as well as new presentations. Both in-service and retiree members can benefit.

403(b) Field Guide. This booklet covers all aspects of 403(b) plans and includes information pertinent to members not yet contributing to a 403(b) plan, those who are contributing, those nearing retirement, and those already enjoying retirement.

To get the free guide, you can view and print a copy from the Member Benefits website, www.memberbenefits.nysut.org, hit the "Contact" option on the site to send an e-mail request, or call **800-626-8101** for a copy to be sent to you.

403(b) Provider-Specific Workshop. Member Benefits contracted with the provider of its endorsed Financial Counseling Program, Stacey Braun Associates, Inc., to conduct these workshops upon request from local leaders. The workshop covers detailed information on five 403(b) providers chosen by the local leader from a list of 10 popular 403(b) providers. Workshops review the features of each plan, comparing fees and benefits. These workshops are designed for in-service members.



Workshops have a registration fee of \$20 per participant and a minimum requirement of 30 participants. A local could schedule this workshop as a webinar for a fee of \$250.

Workshops will not address specific questions pertaining to an individual's 403(b) plan. Members with questions regarding personal 403(b) accounts or other financial planning issues will be directed

to speak with their 403(b) adviser or their financial planner. For those who don't have an adviser or planner, information on the endorsed Financial Counseling Program will also be available.

Financial Planning Puzzle Workshop. Today's economy has clarified the need for a financial plan; unfortunately, for many, beginning a financial plan remains a daunting task.

This two-hour workshop, designed for in-service members, outlines the process, covering cash management, risk management, savings, retirement and estate planning.

The Challenging Times of Financial Management – The Retirement Years. Financial planning doesn't stop at retirement. This one-hour presentation discusses the various investment options you may face during retirement along with helpful information regarding your 403(b) plan, Social Security benefits, income taxes and more.



For information about these programs or about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits.

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

Mar./Apr. '11



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Yolanda Pauze

Comm. of Chapter Presidents

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

Comm. of VPs for Academics

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.*