



Unifier

UNITED UNIVERSITY PROFESSIONS



FARMINGDALE CHAPTER



November 2011



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"A Fair and Equitable Contract"



Dr. Phil Smith, President of UUP, came to Farmingdale on October 25th to have a dialogue with our UUP members. A standing room only crowd welcomed him to Farmingdale!

While Phil did spend some time discussing the contract negotiations, much of the time was spent answering questions from the members—questions about the contract, as well as other issues including "shared services." The meeting was an illuminating exchange of ideas.

One important message from the UUP President was that UUP's position is not the same as that of the other state unions that have agreed to their contracts; UUP is different. For example, the CSEA contract *does* include incremental increases in terms of "Payment Above the Job Rate" in regard to "five year" and "ten year" longevity payments. UUP wants a "fair and equitable contract". ♦



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General Membership Meetings
are held in GLSN 204 at 11 a.m.

IMPORTANT

Membership Meetings

- November 17th—General Membership



The "X" Factor

by Casey Bond, Professional Grievance Chair

Having served on the local Professional Evaluations Committee for several years, and currently working on the statewide Grievance Committee, I'd like to share a bit of "insider" info for anyone considering moving forward with a PEC review or grievance.

Generally speaking, there's one element common to cases that have a successful outcome. What is this "X Factor" that helps give the review procedure or grievance more substance? Just this: the member helped his/her own cause by providing a **paper trail**.

What? That's it? But...that's so mundane! It's like telling us to floss regularly or use sunscreen! Still, even though it may not be glamorous, there's nothing like a good ol' paper trail to turn your argument into a shining star. Proactive members who provide solid documentation really can enhance their chances for a successful conclusion. So let's take a

moment to review some of the ways that you can implement the "X Factor" as part of your conflict resolution plan. Here are a few suggestions:

Keep your own "personnel file" of appointment letters, discretionary increases, etc.

Keep track of your Annual Performance Programs and Evaluations. Much has been written about the importance of having a concise, accurate Performance Program- and rightly so! This document is crucial – without it, you and your supervisor have no mutually agreed upon expectations. With it, you have a roadmap that details your responsibilities and a timeline for successfully completing your duties.

Sometimes the best "paper trail" is a cyber trail! Me-

morialize critical conversations with an email. (For example, follow up an informal conversation with your supervisor with an email to him/her that restates your understanding of the interaction.)

If your problem involves an ongoing pattern of behavior, be sure to add relevant entries into your daily appointment calendar to indicate this pattern. Indicate any instances where your attempts to follow reasonable protocols have been thwarted, such as broken appointments, unreturned phone calls, etc.

Have any "X Factor" success stories to share? Send me an email at:

uup@farmingdale.edu.

In Solidarity,
Casey Bond

OWS Has Lessons to Learn From Past Movements

by Michael Zweig— Professor, Stony Brook—Director of the Center for Study of the Working Class Life

Excerpt: Huffington Post Oct. 28

The Occupy Wall Street action in lower Manhattan has unleashed the energies of hundreds of thousands of people across the country and changed the national conversation. The heart of its appeal lies in the formulation: "We are the 99%." For the first time in years, the finger of responsibility for our country's troubles is pointing up at the 1%, rather than down at the ordinary people who do the work of business and government.

In challenging the 1%, OWS has taken the moral high ground at a time when our country seems to have lost its moral compass.

To read entire article go to:

http://www.huffingtonpost.com/michael-zweig/ows-has-lessons-to-learn- b_1064743.html

President's Message

Thank You All!

Standing room only – literally, is how you expressed your commitment and solidarity during President Smith's visit last month. We should thank one another for that.

We've receive a lot of positive feedback, particularly regarding how informative the presentation was. Several of you have shared with me a new appreciation for the difference and value of compensation vs. pay, of protection vs. privilege, and of worth vs. cost. The myriad options that our Negotiations Team must wade through every week over many months is a minefield that most of us take for granted. Whether or not we are ultimately pleased with the outcome, we owe them a debt of gratitude.

Civility in the Workplace

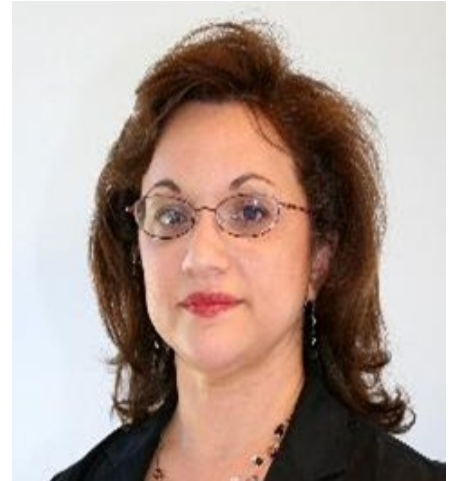
16-21% of employees directly experience health endangering workplace bullying, abuse and harassment. Such behavior is 4 times more prevalent than sexual harassment.

"Well, why didn't she report that sooner?" We've heard that a lot these past few weeks when, once again, a potential victim is deemed villain in the media which ignore that there is *no mechanism* for reporting many situations of hostility, harassment and abuse.

For years, and from several administrations, UUPF has sought policies and procedures for handling campus-based complaints of hostile work environment.

Two years ago it occurred to us that management's resistance may stem from the notion that policy reflects *acknowledgment* of such an environment, so we pursued smaller initiatives like "Supervisor Training" and workshops on "Civility in the Workplace." We even found and presented management with packaged training sources, to no avail. But UUPF was not alone.

Hostile work environments exist everywhere and the New York State Legislature has recognized the negative effect on both the employer and the employee in a bill [#A04258] sponsored by Assemblyman Steve Englebright. UUPF is spearheading a statewide campaign to get this bill passed in



2012 so that all members have a fighting chance against workplace bullies.

UUPF Delegates and Executive Board members met with Assemblyman Engelbright last month to discuss this bill and ways in which UUP can help move it forward. At our next General Membership meeting we will share with you what transpired. It would be helpful for all of us to become familiar with the language in this bill. It is short and straightforward, and extremely useful to anyone currently in an applicable predicament.

See you on Thursday,
Yolanda Pauzé

October Negotiations Wrap-Up

UUP's Negotiations Team completed its schedule of October meetings with state negotiators during sessions on October 13, 14, and 26. Topics covered included compensation, health benefits, and other contract articles UUP has opened for discussion. Most sessions focused on detailing UUP member needs and identifying outdated contract provisions that hamper fair and effective working conditions at SUNY institutions.

Through the October meetings, UUP's negotiators presented the state with explanations of members' concerns and experiences related to all areas covered by our contract. Health benefits were a focal point of much of the discussion during these sessions.

While no agreements have been reached on any contract items, UUP continues to move forward with a planned sequence of discussions aimed at reaching a fair and equitable contract. Monetary and non-monetary items are being presented as essential to a final overall agreement.

UUP and the state are scheduled to meet again on November 10 and 11.

Additional updates will be posted on the UUP website (www.uupinfo.org) as negotiations develop. Feel free to contact Chief Negotiator Jamie Dangler at contract@uupmail.org for further information or to submit questions or comments.

Individual Development Awards

From: Farmingdale IDAP Committee

The Individual Development Awards Committee is pleased to announce that our campus has been allocated \$14,942 (subject to change) to fund individual developments for the period July 2, 2011 to March 31, 2012. This program is designed to assist eligible employees in developing their full potential and preparing for advancement. Fifteen percent of allocated funds will be initially reserved for eligible part-time employees.

It is unlikely that there will be sufficient money to fund all requests; thus, the process is competitive in nature. In an effort to support as many requests as possible, the committee often funds proposals only partially.

All expenses for this award must be incurred and expended during the award period. A maximum of \$1,000 per person may be awarded. Applicants may submit only one proposal for one activity for consideration. IDAP funding cannot be awarded for the purchase of equipment or supplies.

Award period: July 2, 2011 - March 31, 2012

Deadline to submit application: December 22, 2011

Submit applications to: UUPF Office, Ward Hall, 1st Floor

Anticipated Notification Date: Second week in February

The Individual Development Program package which includes guidelines and required forms is available on the UUPF website: <http://farmingdale.edu/uupf> or in the UUPF Office in Ward Hall.

The members of the 2011 – 2012 Individual Development Awards Program Committee are:

UUP Representatives

Robert Elgart

Henry Ellis

Valerie Madeska

Management Representatives

Eleanor R. Fapohunda, Chair

Veronica Henry

Marybeth Incandela

Please feel free to contact the chair of the committee, Eleanor Fapohunda, (Telephone: 420-2467, or eleonor.fapohunda@farmingdale.edu) with any specific questions.

UUPF Rallies for Jobs and Justice in Washington DC!

by Darleyne Mayers, Legislative Co-Chair, and Solomon Ayo, VP Professionals, Farmingdale Chapter

On October 15, 2011, we joined the NYSUT call for a historic rally and march for JOBS AND JUSTICE at the National Mall in Washington, D.C. For the UUP Farmingdale contingency, the bus ride began about 4:30 a.m. in Hauppauge. The bus was filled with enthusiastic union members from across Long Island. We arrived in D.C. to a superb sunny event which began at 11:00 a.m.

Many unions from across the country participated, led by a wide group of national union leaders, educators, and civil rights leaders. These included Hilda Solis, Secretary of Labor, Randi Weingarten, President of the American Federation of Teachers, Martin Luther King III, eldest son of Dr. Martin Luther King Jr., and the Reverend Al Sharpton, civil rights activist.. The weather was beautiful, and so were the spirits of the several thousands of people who had gathered together to show support for the jobless and call attention to the need for energetic job creation. We listened to the speakers, and after the program concluded, we marched to the new monument dedicated to

the memory of Dr. Martin Luther King Jr. The dedication was to be conducted by President Barack Obama on the following day, October 16th.



We were able to take photos directly in front of the monument!

Many in the crowd carried with pride their union banners and union paraphernalia. Many also wore pins and tee-shirts bearing the likeness of Dr. King to commemorate his relentless fight for jobs, equitable living

wages, and safe and healthy working environments for American workers. The speakers stressed Dr. King's fight against income disparity between the rich and the poor. Dr. King's son noted that this was an issue his father had emphasized with passion in countless speeches over 45 years ago.

Another goal of the event was pressuring Congress to pass President Obama's \$450 billion jobs bill. This bill would help many local governments keep teachers, police officers, firefighters, and other workers on the job.

While the day of the rally was a preamble to the official dedication of the Dr. Martin Luther King Jr. Memorial by President Obama, the rally did not lose its focus of urging Congress to support the American worker and the need for jobs. Politicians must listen to the people and act to create jobs and ensure justice.

Hardworking Americans earning decent wages that sustain them and their families are the source of America's strength.

Don't forget to take the survey at the UUP [website](#)



United University Professions is committed to determining the effects of distance and online education on our members and their workload. To that end, UUP is conducting a web survey to examine distance and online learning on our campuses. Please be assured that all information is confidential; no ISP addresses will be collected; and, no identifying information will appear in any public document or be shared. We appreciate your input on this important matter.

PEARL BROD HONORED BY RETIREES

by Barbara Maertz, Legislative Co-Chair

The memory of Pearl Brod and all the activities she did for Farmingdale College was honored by the UUP Retirees at our fall meetings of the Long Island Region COARM.

The members heard Russ Tuthill, Barbara Maertz, and Judy Wishnia give personal memories of Pearl's achievements. The resolution honoring Pearl that was passed at the UUP Delegate Assembly was read for everyone and Barbara announced that the Outstanding Active Retiree award was renamed the Pearl Brod Outstanding Active Retiree Award as a result of the resolution.

Barbara asked for contributions to two plaques to be placed on the Farmingdale campus. One

will be hung in The University Club in Knapp Hall, the site of so many retiree meetings that Pearl planned. Pearl was instrumental in establishing the University club (formerly known as the Faculty Club) as a place for the casual exchange of ideas in a social setting a tradition that continues today.

The second plaque honoring the many UUP retiree achievements including the beginnings of COARM and the Long Island Regional meetings will be placed in Ward Hall, the site of the UUP office and the location of the current University Club meetings.

The members were very generous and a total of \$ 400 was col-

lected.

In addition, a collection was held at the UUP General Membership meeting on the Farmingdale campus and over \$100.00 was collected then.

A donation will be made in Pearl's name to the UUP scholarship fund from these funds.

I want to thank all of you who remembered Pearl and all the good things that one person accomplished for UUP members and retirees even at a time when she herself was so disabled. It was a privilege and an inspiration to know her. ♦

2011 Fall Leadership Training Program

by Margaret Porciello, Academic Delegate



Some of the workshops offered were "Building a More Perfect Union: Our Labor Heritage," "Civility in the Workplace," and "Forums for Problem Solving."

Farmingdale members in attendance included President Yolanda Pauze, Vice President for Academics Bob Reganse, Vice President for Professionals Solomon Ayo, and Associate Chief Negotiator Mike Smiles.

Also in attendance from Farmingdale were Delegate Doug Cody (leftmost in the picture on the

left) who attended the "Building a More Perfect Union" workshop, and EOC Representative Staci Gardener (rightmost in the picture below). I attended the "Civility in the Workplace" workshop.



Definition of Workplace Bullying

from [Workplace Bullying Institute](#)

Workplace Bullying: repeated, health-harming mistreatment of one or more persons (the targets) by one or more perpetrators that takes one or more of the following forms:

- ✦ Verbal abuse
- ✦ Offensive conduct/behaviors (including nonverbal) which are threatening, humiliating, or intimidating
- ✦ Work interference — sabotage — which prevents work from getting done

Workplace Bullying...

Is driven by perpetrators' need to control the targeted individual(s).

Is initiated by bullies who choose their targets, timing, location, and methods.

Escalates to involve others who side *with the bully*, either voluntarily or through coercion.

Undermines legitimate business interests when bullies' personal agendas take precedence over work itself.

Is akin to domestic violence at work, where the abuser is on the payroll.



(used with permission of WBI)

DID YOU KNOW

NEW YORK WAS THE 9TH STATE TO INTRODUCE THE HEALTHY WORKPLACE BILL?

✦ The Senate Bill **S 4289** was introduced by Senator Diane J. Savino and was referred to the Labor Committee on March 28, 2011. [You can read this bill here.](#)

✦ The new 2011 Assembly Bill is **A 4258** filed on Feb. 2 by Assembly-member Englebright. [You can read the bill here.](#)

You can visit the [NYHWA Website](#) for the most up to date information on these bills

You can also "take action" by using the "E-Z Mailer Tool", on the Healthy Workplace Bill website—http://healthyworkplacebill.org/takeaction/hwb_writeofficial2.php?state=NY ,

"The serial bully, who in my estimation accounts for about one person in thirty in society, is the single most important threat to the effectiveness of organisations, the profitability of industry, the performance of the economy, and the prosperity of society."

Tim Field, prominent anti-bullying activist

Retirees Meeting at Farmingdale

by Barbara Maertz, Legislative Co-Chair

It was a lovely fall day on October 26th when the UUP retirees from Westbury and Farmingdale (along with a couple of Stony Brook colleagues) met in Knapp Hall.

A stirring memorial to Pearl Brod, given by Russ Tuthill, started the meeting. All attendees were asked to donate for the purchase of a plaque to be placed in Knapp Hall in Pearl's memory. Any extra funds collected will be donated to the UUP Scholarship Fund. The members were very generous and, along with the funds collected at the Stony Brook meeting, almost \$400 will be donated in Pearl's name.

An introduction to Walter Apple, the new retiree coordinator for UUP, was the next item on the agenda. Walter is a personable young man who seems very helpful and energetic. He offered a lot of information and is willing to advise on pre-retirement seminars.

Yolanda Pauzé, the current UUPF President, brought the members up-to-date on the status of negotiations. Yolanda related that UUPF had recently

met with UUP President Phil Smith. There was a standing room only crowd at that meeting, and the attendees were in full support of the UUP Negotiations Team.

Yolanda is an enthusiastic leader who needs the support of the retirees, in connecting with legislators, in order to explain the union issues.

There were some questions about the NYSHIP raise in health insurance costs for only the retirees. Barbara and Yolanda tried to explain the situation. Active members have no change in benefits until a new contract is negotiated, but retirees had a 2% increase as of October 1st to bring their total contribution to 12%. This was caused by the CSEA negotiations settlement pay bill which the legislators approved. NYSUT has filed a lawsuit to overturn the increase, but a lawsuit will take a long time.

On a brighter note, Jeremy Young, from TIAA-CREF, spoke about the Wealth Management program that we can use to have individual help in our financial planning at no cost

to us. Since it is so difficult to "time" the market in these volatile days and know which investments to make, it is important to have a flexible, comprehensive plan to carry us through our retirement years.

Finally, Dawn Miller spoke about the Silver Sneakers exercise program. This is open to all seniors and includes 45 minutes of yoga stretch, cardio, balance, and light weight training for as many as five days a week with a certified trainer. There is no lying on floors, and no machines are involved. Many local gyms have the program and even some insurance plans (not our Empire) cover the cost as part of their benefits. She urged all of us to sign up for a healthy, fun activity. Information is available at silversneakers.com.

It was a pleasure to see so many former colleagues doing so well and I look forward to our next meeting on May 9th, 2012. We will celebrate the 100th anniversary of Farmingdale State College at that meeting. ♦

"How Do Professional Help Students Succeed?"

On Friday, May 6, 2011, a special panel discussion was held at the Vice Presidents for Professionals meeting at the UUP Spring Delegate Assembly in Albany. The panel discussion focused on the myriad ways that professionals do support our students. The moderator of this panel was John Marino who was serving as statewide VP for Professionals at that time. Those asked to present included: Jen Drake from Cortland, Richard Kelder from New Paltz, Greta Petry from Albany and our own Solomon Ayo.



Pictured from left to right: Greta Petry, Richard Kelder and Solomon Ayo

Looking for direction.... ?



One facet of the NYSUT mission statement is to improve the personal lives of its members and their families. NYSUT Social Services is a valuable benefit available to you. There is no charge, no limitation on usage and is completely confidential. We provide you and your family with a personal response to your unique issue.

Call NYSUT Social Services
1-800-342-9810, ext. 6206
socsvcs@nysutmail.org

Scott Hicks, LCSW
Ani Shahinian, LCSW-R

**Problems come in many forms.
So does the help NYSUT provides.**

It can't happen without you!
Stand up and give to VOTE-COPE!



Thanksgiving, Time to Say a Big “Thank You” to UUP and give to VOTE/COPE

This Thanksgiving as you celebrate and perform the traditional rituals of giving thanks at your dinner table, please remember your union. As you count your blessings in these uncertain economic times, please thank your union. As you relax and reflect upon the comfort that you and your loved ones enjoy, don't forget your union's role.

When you mention at the dinner table those special things you are able to afford, please mention the impact of the union in its fight for a living wage. Talk about your benefits, which your union has won over the years. These include paid vacations, paid holiday, paid sick leave, seniority rights, wage increases, pension and insurance plans, health and safety laws, workmen's compensation laws, a five-day work week, overtime pay, unemployment benefits and job security.

When the Thanksgiving merriment is over, imagine that before the next Thanksgiving you lose all the benefits that your union here at Farmingdale and at the statewide level keep fighting for. The possibilities of loss are real! Today these benefits could be eroded if you do not pay attention to the forces out there scapegoating and attacking unions. As they have in Wisconsin, Ohio, Rhode Island, Alabama, Florida, Arizona and New Jersey, these forces could metastasize in New York.

What is VOTE/COPE?

Contrary to misconceptions, your UUP union dues cannot be used for any political activity. It is the law. “VOTE/COPE is the nonpartisan political action fund of UUP and its affiliate, NYSUT. It coordinates the voluntary contributions of members and makes contributions to UUP/ NYSUT-endorsed candidates and to UUP/NYSUT-supported general campaign committees. VOTE/COPE funds, by law, are kept separate from those of NYSUT and UUP. Contributions to VOTE/COPE are *not* tax deductible”

Why is Vote/Cope critical?

In light of the pressures being exerted on political leaders by special interest groups to change laws regardless of the human and social consequences you need to have a way to fight back. Do you lie down and act like a door mat? NO! You can fight back with your vote every two to four years. However, if your job is targeted to be cut, two or four years is too late to fight and protect your livelihood. You must realize that your union needs to be ahead in the political game by getting the right message to voters and communicating with decision makers in Albany and Washington, D.C.

UUP needs funding for this. You can help with a contribution of only \$1 a paycheck—that's less than eight cents a day, less than three cups of coffee a month, less than one order of fast food combo a month. Do the math; these examples cost *more* than \$1 per paycheck or 50 cents a week. Vote/Cope is our best means to fight the billionaires' political influence for regressive changes to your benefits and your job.

To sign up, simply contact your UUPF Department Representative, call the UUPF office in Ward Hall at 631-694-UUPF (8873), or visit <http://uupinfo.org/voice/nov/06/1106p20.pdf>. And as you enjoy the holiday season, be sure to remember your union. Happy Thanksgiving!

<http://uupinfo.org/voice/nov/06/1106p20.pdf>

In Union,
Solomon Ayo
UUPF, Vice President for Professionals

EMPIRE STATE PRIDE AGENDA



**Save the Date: Saturday November 19
2:00 p.m. to 7:30 p.m.**

New York City Committee of Pride in Our Union
And the Empire State Pride Agenda
are pleased to present

Pride and Solidarity in Action Annual Conference

Panels and break-out discussions • professional and social networking
idea sharing and sustenance.

Date: Saturday, November 19, 2011

Time: 2 p.m. to 7:30 p.m.

Where: Center for Worker Education, The Joseph S. Murphy Institute, CUNY
25 West 43rd Street, 19th floor, New York, NY 10036 between 5th & 6th Aves.

Please tell a friend and RSVP now. Your help to implement another successful conference is needed: spread the word about this unique gathering!

Join us for a stimulating conference, refreshments upon arrival; sustenance in-between and a wine and sweets reception at the end.

- **Union Leaders** – Discuss their journey on LGBT Issues (Panel discussion lead by Kevin Finnegan, *Political Director* of 1199 SEIU United Healthcare Workers East and CSEA Statewide Secretary Denise Berkley) – join in a conversation about your journey (as an ally or an LGBT person) to activism and support for equality and justice
- **Legal Panel** – Marriage Rights; Transgender Rights (Featuring Attorney Sally Otos and Noah Lewis, Staff Attorney with the Transgender Legal Defense and Education Fund) – ask legal questions of these experts around marriage, transgender discrimination, legal protections for family and partners and more...

Pizza Break

- **Transgender Health Benefits and Domestic Partner Benefits**– Desma Holcomb, Director of Downstate Organizing, Pride Agenda and Carmen Acosta, 1199 SEIU will facilitate a discussion about tools we can use in navigating the maze that relates to benefits for our community in a union and workplace setting
- **Commit to the Transgender Rights and Marriage Defense Campaign** – Sheilah Sable, Director of Upstate Organizing, Pride Agenda – A review of the upcoming campaign work related to transgender equality and justice; passing the GENDA legislation; birth certificate changes, Medicaid regulations; election work and more....

Wine and Cheese Reception

To RSVP or for more information, contact Sheilah Sable at ssable@prideagenda.org or (518) 937-7908 or Desma Holcomb at dholcomb@prideagenda.org or (917) 522-3415



FARMINGDALE CHAPTER

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Affirmative Action

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Task Force on Emerging Issues

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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.*