



Unifier

UNITED UNIVERSITY PROFESSIONS



FARMINGDALE CHAPTER



September 2011



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Remembering Pearl

By Russell Tuthill, Friend & Colleague



On June 11, 2011, Dr. Pearl Brod passed away in Florida at the age of 90. Since her arrival on campus in the 1960s, Pearl was actively involved in bettering the working conditions of those in the Farmingdale State College community. Her efforts continued during the past 26 years since her retirement in 1985, even while she was wheelchair-bound for the last five years. Pearl had been a persistent advocate for improving benefits due to retirees both locally and statewide.

During her career at Farmingdale State, Pearl was active in the development of the Faculty Club (University Club) and its annual Retirement Luncheon. She helped in the development of the Institute for Learning in retirement and initiated Farmingdale's chapter of the American Association of University Women. Pearl was the first female academic administrator on campus.

Among the many benefits for retirees attained through Pearl's efforts include parking privileges, use of libraries throughout the SUNY system, use of college facilities, and identity cards. She established UUP's Retiree Luncheons enabling retirees to maintain a connection with the college. Pearl was active in the creation of the annual Cola Adjustment in our state pensions.

We are all indebted to Pearl Brod for her tireless efforts on our behalf throughout these years. Her friends and former colleagues are in the process of creating a memorial on campus in her name. We are soliciting funds for this project.

Donations can be sent to the UUP Office, Ward Hall. If you have any questions, please contact Debbie Amato (631-694-8873)

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General Membership Meetings
are held in GLSN 204

IMPORTANT

Membership Meetings

- September 15th – General Membership
- October 20th – General Membership
- October 25th – Special Meeting with Phil Smith as guest
- November 17th – General Membership

UUP Exchanges Contract Proposals with the State

UUP's Negotiations Team had extensive preliminary discussions with the State's negotiators on Thursday and Friday, August 25 and 26. The official exchange of contract proposals took place on Friday.

The State presented UUP with a

one-page document that lists the contract articles to which its proposals relate. The document lists Articles 20 (Compensation), 39 (Health Insurance), and 55 (Duration). It also lists a proposed new article on Deficit Reduction Leave, a term used in

other bargaining unit agreements to denote furloughs.

Upon receiving the State's proposal document, UUP presented its full package of Proposals.

Additional meeting dates with the State have been scheduled through September and October.

See the UUP website for:

- ⇒ [Contract Expiration Q and A](#)
- ⇒ [Updated Negotiations Information](#)

Congratulations!

Our own Yolanda Pausé was honored by the New York League of Puerto Rican Women at their annual College Awards Gala Dinner Dance which was held on August 18th at the Marina Del Rey in the Bronx.

*The League is the only organization in the state whose focus is the **Puerto Rican** woman and her ability to provide a better life for herself and her family through higher education.*

Individual Development Award Program

from Robert Elgart

IMPORTANT

At the close of the fiscal year, the Individual Development Award Program (IDAP) still had \$100 surplus which was unencumbered. This money was granted to Jeanne Radigan. Hence, there was no money returned to the state fund.

Please 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.

President's Message

Welcome to a new Academic Year

Welcome to 2011-12. What a summer this has been. We've had non-stop construction, an earthquake and a hurricane! I hope you all made it through unscathed. I, for one, am delighted to return to new roads, new spaces and new faces.

Throughout this issue you'll see announcements of several upcoming events. Most are familiar to you, but one is worthy of extra attention: **UUP Statewide President Phil Smith will visit Farmingdale** on Tuesday, October 25, 2011, so mark your calendar and bring your questions.

Questions about what? Negotiations:

Contract negotiations are finally underway. The UUP Team has met with state representatives twice so far. Negotiations will continue for a couple of months before we see anything that resembles the final product. The UUP proposal can be found through our website. Take a look and bring your questions directly to Phil Smith on October 25th.

Shared Services:

By now you've heard about Chancellor Zimpher's response to Governor Cuomo's demand for system-wide cost reductions. Her plan calls for "shared services". What services, and how much sharing, are yet to be determined, but UUPF has already met with campus administration regarding local plans. I'll report on

that during our first General Membership meeting on **Thursday, September 15th**.

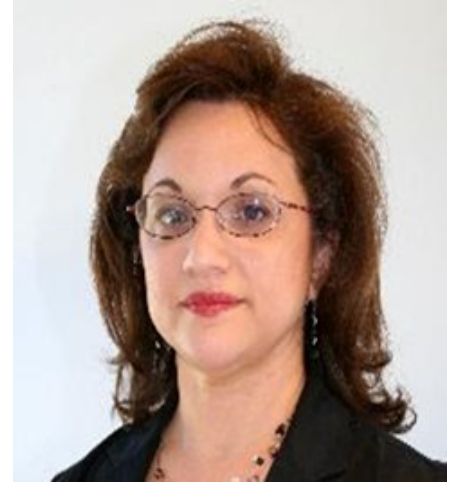
Shared Services – sweeping change, or much ado about nothing? Only time will tell. What we do know is that the greatest harm comes to us when we become complacent. As this project progresses, you may be called upon to take action.

Be leery of invitations to help management "do it right". Yes, we want transparency, which translates to member input, but what input and how it is given can mean the difference between contribution and cannibalism. By October 25th we should know a lot more, so make every effort to attend that special meeting with Phil Smith.

ADVOCACY WORKS!

Please take a bow! If you wrote a letter to your senator, called your congressman, faxed the governor, emailed your friends and advisory boards, then YOU can take credit for UUP's successes this past year. Your effort helped UUP to:

- **Defeat PHEEIA** – the Public Higher Education Empowerment and Innovation Act which threatened to separate and privatize SUNY campuses.
- **Repair NY-SUNY2020-** (a remnant of PHEEIA) Although this legislation passed both houses on June 24th, your advocacy efforts reduced it to



the bill it should have been all along. The final legislation **did not** reflect those provisions that UUP was opposed to, including public/private partnerships, the sale or lease of campus properties, or differential undergraduate tuition by campus or by program. (Visit uupinfo.org for what the bill does include.)

- **Rational Tuition Increases** NY-SUNY2020 requires that the SUNY Board of Trustees approve a master tuition plan specifying tuition rates for the next five years (that's the *predictable* piece that we advocated for). The plan must be submitted by November 30th.

Again, congratulations and many thanks to all who did your part in last year's outreach efforts.

Yolanda Pauzé

A Glance at Performance Program Issues



Welcome back to the 2011/2012 academic year! As the newly elected UPF's Vice President for Professionals, I offer my sincere thank you to everyone for electing me and for your support. Be assured that, as it was with the past professional VPs, issues affecting professionals will continue to remain at the forefront at our Farmingdale chapter of UUP.

These are challenging days for unions across our nation. There are definitely many more hurdles to cross before the storm of misinformation and the rallying cries against union organizations calms down. However, as the saying goes, "all politics are local". My primary focus is on the issues that affect the hard working professionals working conditions. In addressing our concerns, my reference point will always be based on the past practice and the contract agreement; that is, the agreement between UUP and the State of New York. I urge everyone to please familiarize yourselves with the most current contract booklet by accessing the web site below.

UUP's contract with the State of New York falls under six categories: (1) Union rights, (2) Labor management, (3) Employee rights, (4) Managements rights, (5) Procedural issues and (6) Terms and Conditions. In this article, I will focus on employee rights vis-à-vis Performance Program (**PP**) and its importance to the professional employee's job status.

What is A Performance Program?

As noted in the UUP booklet "Guide for Professional Employees", your annual performance program is "**not a job description**". However, it does identify aspects of your duties and responsibilities for one-year duration. It is a written document based on your discussion and consultation with your supervisor which you agree to by signing the document. Keep in mind that this is the official record of your assigned duties, and it is placed in your personnel files.

It is important to also note that your annual evaluation is based on your PP. This could affect your appointment status, request for promotion and your request for a salary increase. While many of us do have a "great supervisor" that does not mean you should not request an annual PP and have one on record. It is possible that the supervisor you are familiar with can be changed, and then you would be stuck with no performance program. A new supervisor with a grand new idea and a new agenda regarding what your duties should entail could be yours. This is the experience many have reported to the UUPF as recently as a couple of months ago. Please take advantage of your rights for a PP, but before signing it, take note of the pointers below.

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UUPF Department Representative Meeting

There will be a Department representative Meeting in the University Club on October 11 at 11:00 a.m. Lunch will be available.



Professionals Election Results

Congratulations to the professionals elected to the Professional committees below. A special thank you also goes to the Professional Issues Committee (PIC) members for their extraordinary effort in conducting and certifying the election. They are: Sandy Lory-Snyder, Roseann Byron and David Lackovic. Thanks, also, to UUPF's secretary Debbie Amato.



NOTE: Full information on these committees can be found in the UUP/New York State contract booklet on page 103, item VI, and on page 105 -108 items III and IV respectively, or at the UUP web link : <http://uupinfo.org/agreement.pdf>.

Committee on Professional Evaluations

The Committee shall consist of three (3) professional employees, elected at large by all of the professional employees in the negotiating unit at the College. The remaining members shall be selected by the College President. The chair shall be selected by the Committee from among its members. The Committee on Professional Evaluation reviews, at the request of the employee, a final evaluation report characterized as "unsatisfactory." The Committee reviews and addresses both the procedures and substance of the unsatisfactory evaluation. At the conclusion of its review, the Committee submits written recommendations directly to the College President.

Below are the election results for the Committee on Professional Evaluations:

Kenneth Tax
Nancy Flood
Theresa Esnes- Johnson

College Review Panel

The Committee Reviews applications for promotion or salary increases request by the professional staff which have been denied, by any level below that of the College President. If it determines that the increase or change in duties and responsibilities under consideration does not warrant promotion, the Panel shall notify the employee. If the Panel determines that the increase or change in duties and responsibilities under consideration warrants promotion, it shall forward its recommendations to the College President. A copy of such recommendation shall be sent to the applicant.

Below are the election results for the College Review Panel:

Sandy Lory-Snyder
Roseann Byron
Theresa Esnes-Johnson
Kathy Kollar
Dolores Ciaccio

Thank you.
Saloman Ayo,
UUPF -VP for Professionals

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Process of developing a good Performance Program:

Taking a cue from the "Guide for Professional Employees", the first rule is to take advantage of your consultation with your immediate supervisor by asking questions and requesting clarification of your responsibilities. If needed, request that further training be included in your PP. Make sure you clearly understand the objective of your PP duties and the reasonable time line for achieving your objectives. Identify other secondary individuals who will evaluate your performance and the criteria each will use and why. Be flexible and maintain an open line of communication with your supervisor. Review your PP a few times over the year. If your duties change, request an update to your PP. More importantly, if more duties are added to your PP, "ask for others to be removed, **or ask for a salary increase**".

According to the UUP Professional Guide, "**you cannot be evaluated on something you are not specifically told to do in writing**" Before signing your Performance Program watch out for some words and statements. Examples are listed below:

1. Statement of duties that are not described, example: " any duties as assigned"
2. General or passive description of duties , example: "responsible for all activities in residence hall, lab department, etc"
3. Duties and responsibilities you have no authority or resources to carry out.
4. Duties and responsibilities that are controlled by someone else.


Keep in mind that your PP is intended to "reflect your 100 percent responsibility for the one-year duration you are hired and paid to do". "**Management is not responsible to compensate you for the extra duties you assign to yourself**". If you have to work beyond your professional obligation, get approval from your supervisor first and understand the compensation (compensatory time or overtime pay) for the extra duties assigned to you. According to SUNY policy, you cannot be evaluated without a performance program. Please get one from your supervisor.

If you need help with this or other issues, contact your UUPF office at (631) 694-UUPF (8873) or UUP@farmingdale.edu. I look forward to working with you

In union,
Solomon Ayo
UUPF, VP for Professionals

Ref:

1. Agreement between the State of New York and United University Professions July 2, 2007 – July 1, 2011 <http://uupinfo.org/agreement.pdf>
2. UUP Guide to Professional Employees --
<http://www.uupinfo.org/reports/ProfessionalEmployeeGuide10WEB.pdf>



UUP is sponsoring a Defensive Driving Course.

Date: Saturday October 1st, 2011
 Time: 10-4
 Cost: \$24 includes lunch
 Place: Gleeson Hall 204

Please contact Debbie Nilsen at nilsendr@farmingdale.edu to make a reservation. We need 20 people to run the class. Checks need to be made out to UUP Farmingdale.

Let TripMark.travel be your one-stop travel shop!

- 1) Do you have plans to take a vacation with your loved ones this fall?
- 2) Looking to book a fantastic getaway to a beautiful international destination?
- 3) Would you like an easy to use travel site that can help you effortlessly book flights, hotels, vacation packages, car rentals and cruises for personal and business travel needs?

If you answered “yes” to any of these questions, the NYSUT Member Benefits Corporation-endorsed discount travel program offered by TripMark.travel could help make planning your next trip a breeze. Take advantage of one-stop shopping for all your travel needs: reserve hotels, flights, cruises, car rentals and vacation packages; browse destinations; plan road trips; or book group travel.

Online security

TripMark offers a simple online interface and advanced encryption technology that ensures that your personal information is kept safe and secure as you plan your next trip.

Helpful suggestions

To assist with your planning, TripMark also offers a variety of destination guides – offering recommendations for top-rated attractions, restaurants and hotels along with general information about thousands of destinations. Thinking about planning a road trip, but not sure where to go? TripMark’s website offers you many options, anywhere from one hour to six hours

away from a specified zip code, in any direction you choose. You can then search for hotels in the area that you select.

Strength in numbers

TripMark can even help you with group travel. Whether you’re planning a family reunion or vacationing with friends, get assistance and best available deals from the helpful folks at TripMark. For group travel only, get the process started online

by visiting the TripMark page on the Member Benefits website and following the directions listed. There is a different toll-free number dedicated solely to group travel as well as a discount code to use for booking group travel.

Speak with a real person

Would you feel more comfortable speaking to a travel agent on the phone rather than booking online? TripMark’s knowledgeable agents

are available toll-free, Monday through Friday, from 8:30 a.m. to 7 p.m. to assist with your travel planning. Please note that travel agents cannot currently book airline flights if you arrange your trip through one of TripMark’s agents; you can either book flights online or contact the airline directly.

What to do first

To get started with TripMark, visit memberbenefits.nysut.org and click on “TripMark.travel” in the Featured Discounts section of the homepage. There, you’ll find toll-free numbers for reservations, cruises and group travel, as well as a link to a NYSUT member-specific TripMark website. You can also contact Member Benefits at 800-626-8101 with any questions.



TripMark.travel is a NYSUT Member Benefits Corporation (Member Benefits)-endorsed program. Member Benefits has an endorsement arrangement of 25% of net revenue 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.



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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.*