



Unifier

UNITED UNIVERSITY PROFESSIONS



FARMINGDALE CHAPTER



April 2012



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UUPF Outreach Attended EOP/EOC Day in Albany

by Darleyne Mayers, UUP Outreach Co-Chair

A group of UUP members attended the event on Tuesday March 27th, 2012. The transportation, provided by the union arrived on campus 6:30 in the morning. Five committed LIEOC students participated in the day long journey.

Staci Gardner, UUP Member, and Darleyne Mayers, UUP outreach co-chair, helped to coordinate the student participation. The students were very receptive to meeting with elected officials or their representatives. Farmingdale LIEOC students met with **Senator Kemp Hannon's** representative who wanted to know more about student successes as a result of attending the LIEOC. Senator Charles Fuschillo's representative, who strongly appreciated the visit, requested that the students stay in touch with them and share their continued accomplishments when they complete their studies. Finally, the students spoke directly with Senator Lee Zeldin.



The students were able to share their stories, encourage continued and increased funding, and to thank the elected officials for ensuring that our programs are needed. The student names are Ingrid Abraham, Shelia Flythe, Anita Lowndes, Deon Smith and Lakie Wikerson. The highlight of the event was an impromptu photo session with Senator Eric Adams. ♦

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NEW

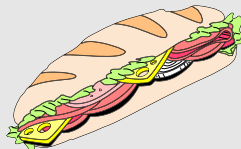
Temporary Website:

<http://snyfarvc.cc.farmingdale.edu/~uup>

IMPORTANT

Membership Meetings

- April 26th—General Membership



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

A Civil Tongue

by Casey Bond, Professional Grievance Chair



Say *what?* Support workplace bullying?
Who, *me?* I think *not!*

Ok, ok- before you walk off in a huff, I get it. You're not a workplace bully, and like most of us, you're morally and philosophically opposed to bullying.

The problem arises when our lofty ideals are challenged in the lowly day-to-day living of real life. Like most of us imperfect mortals, we've been in situations where we knew that someone was being bullied yet we just sat there and did nothing. It's not a character trait that we particularly enjoy discussing, but deep down we know that it exists all the same.

Why don't good people stand up to bullies in real life? Goodness knows we have enough role models in the movies. Gary Cooper's sheriff facing the gang of thugs at "High Noon" and Sally Field holding her hand-printed "Union" sign aloft in "Norma Rae" immediately come to mind! We all identify with these iconic characters, but don't always emulate them. Why not? The way I see it, there are two overarching motivations at work: fear and self-preservation.

So let's just put out there- bullies can be very scary! As kids, schoolyard bullies made us fear for our physical safety. As adults, workplace bullies seem to have an even more insidious agenda. Workplace bullies who have supervisory power over us make us fear for our job security. All bullies, when left unchecked, have the capacity to turn the workplace environment into a toxic nightmare.

In the case of adult bullying, most times our initial response is "flight" rather than "fight" –and so we fly from confrontations, hoping to fly under the bully's radar, so to speak. So while we may never bully others, we often avoid confronting those who do.

There are plenty of ways to rationalize why we don't get involved by standing up to bullies when they attack our co-workers. Some declare themselves Honorary Citizen of Switzerland and maintain a policy of strict neutrality. Some will take bullied party aside after a singularly onerous event and assure the victim that he would have spoken up but was afraid "it would only make it worse for you." Then there's the classic: "I'll speak up once I have tenure."

Well, the time for that kind of thinking is over! Our union has already passed a resolution supporting the New York State Legislature's Workplace Civility bill. Our Labor Management team has initiated a Workplace Civility Task Force with union and management participants. Guest speakers and workshops on this topic are coming soon!

The bottom line for the victims of workplace bullying is this: your UUPF brothers and sisters will stand together to support you! We write "ENOUGH!" on our hand-printed signs and stand up next to you, like a platoon of Norma Raes. And to the bullies we say.....get outta town...it's High Noon!

In Solidarity,
Casey Bond

Your stories matter! Please contact "A Civil Tongue" at uupfarmingdale@gmail.com. All correspondence held in strictest confidence

Negotiations update: March 27

UUP, state negotiations



The UUP Negotiations Team spent April 12 and 13 in intensive discussions with state negotiators.

On April 12, UUP received the state's response to the comprehensive counterproposal it presented March 22.

Over the course of the two-day negotiations session, mutual understandings were reached on many nonmonetary items on the table. As the proposal/counterproposal process continues, UUP will continue to press for a fair and equitable compensation package. An acceptable agreement has not been reached on major monetary items.

The next negotiations sessions are scheduled for May 3 and 4. Over the next two weeks, UUP and state negotiators will work on details and potential contract language to clarify items on which mutual understandings have been reached.

All contract items will be finalized in the context of an overall agreement.

President's Message

Upstate News

The dust has begun to settle around the 2012 New York State budget, and its affect on SUNY is not as bad as it could have been thanks in large part to UUP's unyielding advocacy. It is likely that the State will now redouble its effort at the negotiations table.

At the Spring Delegate Assembly, several seats on the Statewide Executive Board were up for re-election, as well as both Vice President seats. You may have read candidate statements in a recent issue of the VOICE.

Election results will be shared with everyone at the General Membership meeting, as well as a report on the impact of the State budget, and an update on contract negotiations.

Chapter Progress

UUPF has worked hard all year in order to accomplish several goals; two of which were reported on by the Provost at the last Governance meeting. The new campus policy on Student Feedback has been a topic of discussion at labor-management for over a year, but should be ready for publication by the time you read this Unifier.

Another goal of UUPF was to work more closely with CSEA and administration on common goals whenever possible. An opportuni-

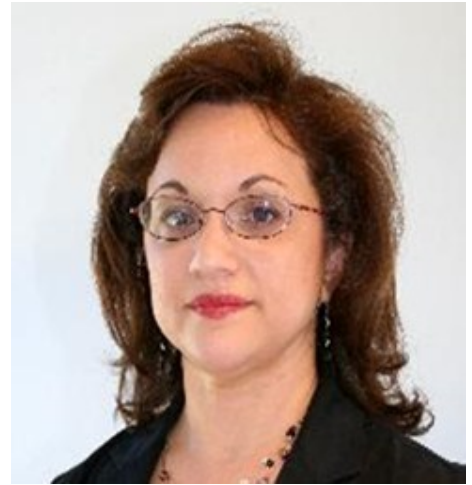
ty arose rather abruptly a few weeks ago when a problem developed during a construction project in Memorial Hall. As the Provost reported, all departments in the building were successfully moved to secure temporary spaces, but not without a great deal of effort from all parties involved.

UUPF also hosted our first meeting for Contingent members. These are members who are ineligible for continuing or permanent appointment due to their state title or part-time status (approximately half of our active membership). This group will be voting for its first representative to our chapter executive board next year.

Our goal is to give this group a greater presence and a stronger voice in our chapter. A presentation from statewide VP for Academics Fred Floss provided the data and historical perspective they needed in order to appreciate that goal.

Since our last General Membership meeting, UUPF also had a very productive Part-time Labor-Management meeting. Several of the agenda items were issues raised at both the Contingent meeting and the Professionals meeting held the week prior.

Many part-time professionals told us that they have not received appointment letters or performance programs. Academics reported not having received



term appointments after six consecutive semesters as indicated in the contract. Both groups mentioned never having received information on leave accruals.

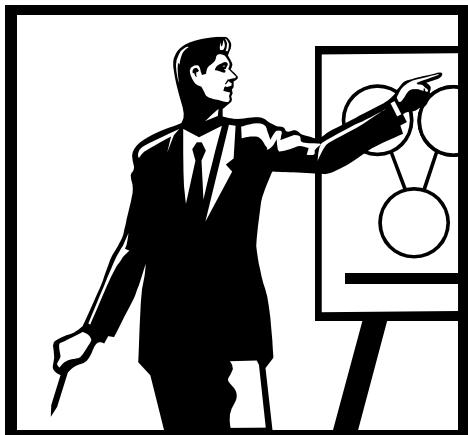
Administration agreed that part-timers are entitled to appointment letters and performance programs in a timely fashion, and assured improvement toward that end. They also plan to send follow-up letters at the beginning of a part-timer's seventh consecutive semester to confirm their status as a "Term" employee. Administration also agreed that leave accruals will be sent to ALL employees early in the fall semester every year.

There is a lot more progress to report on (but I'm running out of room). To hear all about it, come to the meeting on Thursday.

In solidarity,
Yolanda Pauzé

Professionals Workshop – Spring, 2012

by Solomon Ayo, UUPF –VP for Professionals



Thanks to all of you who participated at this semester's Professionals' Workshop held on March 21, 2012. It was well attended and we were happy to see many new faces. Many of you asked important questions, which suggests that a follow-up workshop is necessary. Also present at the workshop from the UUP central office in Albany was J. Philippe Abraham, the State-wide UUP Vice President for Professionals. Philippe was helpful in answering several questions concerning UUP issues.

The Workshop was led by Lynda Larson, UUPF Chapter Labor Relations Specialist (LRS). She covered both full-time and part-time professional issues. There was ample time for a helpful Q & A at the end. For those of you who did not attend, below is a summary of the issues which Lynda covered:

The Workshop addressed the "dos and don'ts" of performance programs (PP), employee rights, and terms and conditions of employment. There was special focus on part-time (PT) concerns for professionals to clarify any irregularities in PT employment relative to the UUP contract with New York State. All of you are encouraged to review your employment contract. If you don't have a contract or if you have any questions, please bring it to my attention.

It was reemphasized that professionals cannot be evaluated yearly without a yearly PP, so make sure you get one. Your eligibility for permanent appointment, promotions, salary increase, extra-service pay, and compensation time could be affected by the absence of a PP. You can only be evaluated based on duties that you and your supervisor have agreed to and that you have signed. It is therefore very important that you carefully go over your PP with your supervisor. If your duties change, it is **YOUR** responsibility to make sure the changes are written in your PP and the responsibilities that you will not longer have are removed. Please put all duty changes and agreements in writing for your records.

If you disagree with something in your PP, you are still obligated to sign it. However, **within 10 working days** of

receiving your PP, you should attach a written statement (save a copy for yourself) on any part of the PP that needs clarification. If you are dissatisfied with an evaluation that is based on your performance program, you can contact me about how to proceed by calling X2061 or 631- 694-8873 (the UUPF office).

If you don't know the terms and conditions of your professional employment, please stop by the Human Resources (HR) office to review your personnel file. (Be sure make an appointment first.) You are also encouraged to review your personnel file at least once a year. You must ascertain that everything which has been placed in your file has already been given to you and that you have had an opportunity to refute any negative review. Keep in mind that it is your right and also your responsibility to review your file for any errors.

More important, Philippe encouraged those present at the workshop to encourage others in their departments to attend future workshops. He advised that the more people who attend workshops like this and ask questions, the more our professional concerns will be successfully addressed.◊

"Best Practices for Online Learning"

The statewide UUP Technology Issues Committee has completed a report on the *Best Practices for Online Learning*. A copy of the report can be found in the "Reports and Guides" section (under Research) of the UUPinfo.org website. A direct link to the report is— <http://uupinfo.org/reports/reportpdf/BestPracticesOnlineLearning.pdf>

Military Vets in SUNY Falling Through the Cracks

provided by Lou Scala, UUP Veterans Affairs Committee member

What happens to our fellow union sisters and brothers who are members of the Reserves and National Guard when they are deployed on military orders?

That question has been the subject of discussion of the UUP Veterans Affairs Committee during the last two Delegate Assemblies. Specifically, committee members are concerned with how UUP members are treated on the job prior to and when returning from military obligations.

Some of the issues that have been reported include:

- Members on tenure or permanent appointment tracks are having problems when they return to work, i.e., the question of the "tenure clock" stopping when the member deploys and when the clock resumes;
- there are problems with how supervisors, directors or Human Resources personnel interpret the UUP contract, i.e., the amount of days a member is eligible for military leave;

• policies and procedures related to returning to work are different from campus to campus and are not consistently followed;

• deployed members are often passed over for DSI, promotions and salary increases; and

• medical benefits for the member and family are sometimes jeopardized due to deployment.

Although not directly a work issue, some members enrolled in SUNY courses experience problems when deployed while taking the course. Deployment can affect their GPA, financial educational services, and other areas.

We need to work with SUNY to minimize and solve these issues.

The committee needs to know what else may be falling through the cracks due to deployment, or if UUP members have experienced negative consequences related to military service. We also want to hear about the positive experiences you've had that

may make it easier for other UUP members as they deploy.

If you have deployed already or will in the future, contact committee co-chairs Gina Doty at gdoty@uupmail.org or Bill Borgstede at adkbill46er@gmail.com.



(UUP VA Committee's note: www.dol.gov/elaws/userra.htm is a useful website for UUPers and their supervisors to better understand the rights of military personnel when deployed. The site also outlines the Uniformed Services Employment and Reemployment Rights Act (USERRA) that deals with employee eligibility and job entitlements, employer obligations, and other benefits and provisions.)

UUPF COARM Retirees Meeting

**Wednesday, May 9, 2012 at 11 a.m.
Farmingdale University Club**

Featuring:

- | | | |
|-----------------------|---|---------------------------|
| Suffolk County Police | - | Identity Theft Prevention |
| Karen Gelles | - | Farmingdale, 100 years |
| COARM Members | - | Do You Remember? |

UUPF Retirees Welcome to Attend

Contact Debbie @ 631-694-8873 or uupfdamato@aol.com

ALL UUPF MEMBERS ARE INVITED TO ATTEND THE ANNUAL...

UUPF SPRING SOCIAL

TUESDAY, MAY 8, 2012

4:00-6:00 P.M.

CHANGING TIMES PUB

MELVILLE ROAD

FARMINGDALE

All UUPF members will be given a ticket for two free beverages and a buffet of appetizers.

In addition, Two \$50.00 Gift Certificates will be raffled off at 5:00 p.m.

You do not have to be present to win!

Raffle tickets will cost \$1 at the door

Six tickets for \$5

RESERVE

RSVP 631-694-UUPF (8873)



Counseling in Times of Stress

From time to time, major changes in our lives tax our ability to cope. Newly diagnosed medical conditions, caregiving responsibilities, divorce, a child leaving home, a change in job responsibilities, or living on a reduced income in retirement are but a few examples of transitional problems which precipitate stress. Embarking upon even a short course of counseling with an objective and empathetic professional can be most helpful in reinforcing your strengths and facilitating adaptation to change. If you conclude that counseling may be helpful to you in accepting and adapting to stressful life changes, then give us a call. We will assist you in getting the help that you need.

NYSUT Social Services:

1-800-342-9810, ext. 6202

UFT Retirees please call 212-598-6880

UFT In-service members please call 212-539-0500

Is Level Term Life Insurance right for you?

With the cost of consumer goods such as gasoline rising at an alarming rate, we're all trying to cut back on expenses any way that we can. Cooking at home instead of eating out? Smart (and healthier)!

Consolidating and paying off debt as quickly as possible? Great decision! "Saving" money by not purchasing life insurance? Not so good. Ask yourself this... would your family be protected if something were to happen to you?

If your answer is "no," you may want to consider purchasing the NYSUT Member Benefits Trust-endorsed Level Term Life Insurance Plan – a new insurance offering available to NYSUT members and their spouses/certified domestic partners.

This plan offers life insurance in force for either a 10-, 15- or 20-year period. Your individual premium is scheduled to remain the same during the term period; you cannot be singled out for a premium increase due to your age or a change in health status; and coverage will not decrease during the term period.

Your rate for Level Term Life is based on your age at the time that you are approved for coverage. Keep in mind that the insurance company reserves the right to change rates for all insureds only once in a 12-month period.



When the term ends, you have a few options. You can renew for another term with proof of insurability, during which your benefits will remain the same. Or, you may renew directly into the Member Benefits Trust-endorsed annual renewable Term Life Insurance Plan with no medical underwriting (depending on age). You can also convert to an individual permanent life policy at a higher cost.

For more information about this new program, please contact Marsh U.S. Consumer, a Service of Seabury & Smith, Inc. – the plan administrator – toll-free at 888-386-9788. Feel free to also contact Member Benefits with any questions at 800-626-8101 or visit memberbenefits.nysut.org.

Need help getting your financial house in order?

It's spring time... and spring cleaning time! Take advantage of this opportunity to go through your home and get rid of those items that you no longer need. And, while you're getting your home in order, why not make sure your financial house is in order as well?

Do you have questions about how to properly invest your assets to build a college savings or retirement fund? Maybe you want to purchase or refinance a home, or simply pay off some debt?

These are important questions to ask of a professional you can trust who can put your mind at ease and help you avoid financial mistakes. The NYSUT Member Benefits Corporation-endorsed Financial Counseling Program – provided by Stacey Braun Associates, Inc. – offers unbiased, objective advice customized to specific financial situations such as the ones mentioned above.

For more details, please contact Member Benefits at 800-626-8101 or visit memberbenefits.nysut.org.

For information about 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. '12

**MEMBER
BENEFITS**
nysut
Working to Benefit You



FARMINGDALE CHAPTER

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Robert Reganse

VP Academics

Solomon Ayo

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Robert Elgart

Affirmative Action

Henry Ellis

Part-time Concerns

TBD

EOC Concerns

Vicki Janik

Academic Grievance

Casey Bond

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Webmaster

Lou Scala

Dept Reps Chair

Russell Tuthill

Retiree Concerns

DELEGATES:

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Douglas Cody

Susan Conforti

Lisa Eicher

Robert Elgart

John Hunt

Del Janik

Vicki Janik

Margaret Porciello

Lou Scala

Michael Smiles

Elena Erritta 1st alternate

Professional

Yolanda Pauze

Solomon Ayo

Valerie Madeska

Debbie Nilsen

Darlene Mayers, 1st alternate



Are You a Member?

Thomas P. DiNapoli New York State Comptroller				JOHN DOE				Total Gross		Fed Taxable Gross	
								Current YTD	3456.78 45,678.90		1234.56 34,567.89
Advice # 123456789		Pay Start Date 07/12/2009		Pay End Date 07/13/2009		07/27/009		Net Pay 1,234.56			
Advice Date 07/12/2009								Pay Rate		78,910.11	
Department ID 1234											
EARNINGS											
Hrs./Days		Current		YTD		TAX DATA		Federal		State NYC Yorkers	
Regular Pay Salary Employee		3456.78		45,678.90		Marital Status		4		4	
Location Pay		96.78		678.90		Allowances		2		0	
						Add. Amt.					
						TAXES				Current YTD	
						Fed Withholding		3,456.78		1,234.56	
						Medicare		45,678.90		34,567.89	
						Social Security		3,456.78		1,234.56	
						NY Withholding		45,678.90		34,567.89	
BEFORE TAX DEDUCTIONS						AFTER TAX DEDUCTIONS					
		Current		YTD				Current		YTD	
Regular Before Tax Health		456.78		1,234.56							
Supplemental Ret. Annuity Prog.		678.90		5,678.90							
TIAA Retirement Before Tax		66.78		1,234.56							
						UUP Member 26P		34.56		456.78	

CHECK PAY STUB TO MAKE SURE

In order to be a member of the union, your paycheck **must** say "UUP Member." If it says "UUP Agency Fee," then you are included in the Professional Services Negotiating Unit, but are *not* a member of the union.

UUP Membership Entitles You To:

- Vote on collective bargaining agreement
- Hold union office
- Attend union meetings
- Elect union leaders on your campus and choose your representatives at the state and national levels
- Maintain UUP membership after retirement and be eligible for benefit programs
- Upon separation of service, obtain Associate Membership with NYSUT and be eligible for benefit programs

Please contact your chapter officers for a membership card.

CHAPTER MEMBERS on STATEWIDE COMMITTEES

Solomon Ayo

Comm. Of VP for Professionals

Kathryn C. Bond

Grievance

Doug Cody

Part-Time Concerns

Technology Issues

Robert Elgart

Membership

Henry G. Ellis

Part-time Concerns

Elena Erritta

Part-time Concerns

Staci Gardner

UUP Outreach

Women's Rights & Concerns

Del Janik

Globalization &

Corporatization

Solidarity

Vicki Janik

Evaluation Task Force

Grievance

Task Force on Emerging Issues of Diversity*

Women's Rights & Concerns*

Barbara Maertz

Active Retired Membership

Finance

Darleyne Mayers

Affirmative Action

EOC Concerns **

Task Force on Emerging Issues of diversity

Task Force on Pay Equity Based on Race

UUP Outreach

Yolanda Pauze

Comm. of Chapter Presidents

Task Force on Pay Equity Based

on Race

Strategic Planning Implementation

Task Force

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.

SUNY is the **\$olution**