



Unifier

UNITED UNIVERSITY PROFESSIONS



FARMINGDALE CHAPTER



March 2012



In this issue:

"A Civil Tongue"

PAGE 2

President's Message

PAGE 3

Negotiations Update

PAGE 4

Legislative & Fellowship
Activities

PAGE 5

Upcoming Events at FSC

PAGE 6

UUPF Annual Legislative Forum

by Lou Scala, Department Representatives Chair

Coordinated by UUPF Legislative Chair Barbara Maertz, and UUPF Outreach Chair, Darleyne Mayers, the Annual Legislative Forum, held on Friday March 9, 2012, was a resounding success.

Yolanda Pauze welcomed Legislators with remarks that set the tone of the meeting, "UUP works for and with the people of New York. We produce healthy people, with our hospitals, and an educated workforce." She challenged legislators with the thought that, "underfunding SUNY is a failure of leadership."

Keyla Kirton, of the LIEOC shared how the Educational Opportunity Center, with facilities on the FSC campus in Hooper Hall, and in Brentwood and Hempstead, serves the needs of the underserved on L.I. by providing innovative programs, such as ESL, GED. College Preparation, as well as occupational training in nursing. Ms. Kirton challenged UUPF and the legislators to support the mission of the LIEOC.

Eileen Landy, Statewide Secretary for UUP, challenged legislators not to abdicate their responsibility concerning Brooklyn Downstate Hospital. Specifically, she asked the state assembly members and state senators who were present to encourage their colleagues to restore \$68 million in the state subsidy to SUNY's teaching hospitals to bring the subsidy to its former level of \$128 million in order to provide access to quality health care for tens of thousands of uninsured or underinsured New Yorkers.

continued on page 4

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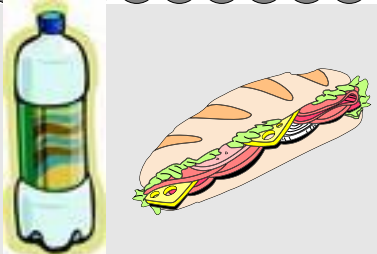
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NEW

Temporary Website:

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IMPORTANT

Membership Meetings

- March 22nd—General Membership
- 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

"Food for thought..."

Working as we do for the State of New York, there are plenty of restrictions on the way folks can "officially" celebrate holidays in the workplace. And let's face it, these restrictions serve a purpose. For most of us, the only involvement we want from SUNY is the day off (or a suitable comp day, thank you very much!)

Where things sometimes get dicey is when we try to keep that delicate balance between religious and secular celebrations. There's that awkward moment when someone gets a bit too aggressive about observing a religious holiday in a religious way in a secular setting. That can be really polarizing, usually culminating in bad feelings all around.

On the other hand, some people have the knack of knowing how to use holidays as a way to connect with co-workers and share the richness of our diverse cultures and traditions. One way to talk about holidays with your coworkers and keep the tone civil is to focus on the food.

Several years ago an African-

American woman asked her Irish-American colleague to explain what the heck is "Irish soda bread." (Is it bread? Is it cake? If it's made with soda, which one? Pepsi? Coke? Mountain Dew?) Clearly, this was the perfect opportunity to show, rather than tell! Soon a yearly tradition of bringing Irish soda bread to work on March 17th was born, much to the delight of all. (By the way, it's bread that wants to be cake when it grows up- and the "soda" refers to *baking* soda. But we digress...)

Obviously, the actual bakery product was not the point. The point of the story is that people celebrate all kinds of holidays, and those holidays almost always include food. If you find yourself at an impasse with difficult co-workers, one way to develop a more cordial relationship is to show an interest in the unique way that they break bread on festive occasions.

Let me finish up with one final note about celebrations and food. When my kids were little, they wanted to know how to "celebrate" Dr. King's birthday. They were confused by friends

who said their families didn't celebrate this holiday because they were white. That was crazy talk, I told my kids, because Dr. King's dream is everybody's dream: equality, freedom and tolerance. So, we put our heads together and came up with up our own family celebration.

Maybe it seems silly to others, but every year on the Monday around January 16th you'd find this single mom and her two kids finishing up dinner, and then clearing the table to light a single candle. We'd all make a promise to keep Dr. King's dream alive in our hearts. Holding hands, we'd sing "Dr. King's song" ("We Shall Overcome.") Of course we'd always conclude our holiday celebration with a festive treat: "Dr. King Cookies." (To this day, that's what my adult kids call black and white cookies.)

Hoping all your holidays are happy...and that you'll bring in some leftovers!

In Solidarity,
Casey Bond

Mark Your Calendar—Location will be Ward Hall for both events

3:00 pm Wednesday, March 21st

Professionals Meeting: *A Focus on Part-time Professionals and issues of Time & Attendance*
With special guest, Statewide VPP, Philippe Abraham

4:00 pm Thursday, March 29th

Special Meeting for Contingents: *All Academic and Professional members who are not eligible for tenure or permanent appointment (including part-timers)*
With special guest, Statewide VPA, Fred Floss

President's Message

Government & Politics

On Friday, March 9th, UUPF hosted our annual Spring Legislative Event. Recent budget problems in Suffolk County resulted in emergency meetings scheduled for the same day threatening attendance by key officials, but our friends on both sides of the aisle came through, and so did you! Read more about the event on the first page.

On Wednesday, March 14th, I joined a bus-load of SUNY students that departed from Old Westbury at 5:30 am as part of one of the largest advocacy efforts this season. Several hundred SUNY, CUNY and community college faculty, staff and students joined with a couple of thousand K-12 educators, students and parents from all over New York State to advocate for public education.

My team was lead by Kiko Franko, the UUP Chapter President from Old Westbury, and with us were four students from Buffalo State College – strangers to us, until they began to speak. It gave me chills to hear their unscripted sentiments. My favorite was the student who said that he appreciates the new buildings and the shiny new equipment, but that that was not what attracted him to the school... it was the teachers. He said,

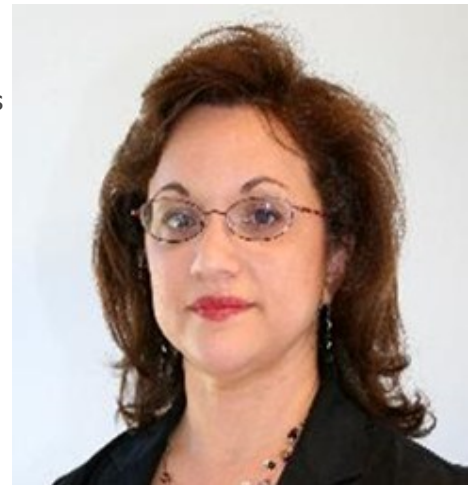
"It's the teachers that make the school, not the other way around."

Now that was worth witnessing! One legislator's representative seemed offended by the student's "ignorance" of the dire state of his campus until we challenged his own awareness of how much brick and mortar was purchased with tuition dollars. However, it was his ignorance of the TAP Gap that won the day. He said, "Get us the numbers; we'll close the gap." Lets get'm the numbers! During a break in our schedule, we gathered in the 3rd floor mezzanine of the Legislative Office Building overlooking the well and watched 1st graders and kindergartners thanking their teachers. Their adorable, tiny voices speaking in syllables snapped us all into reality for a brief moment. I couldn't help but think, "Education is in the House!"

Back on the Home Front

PROFESSIONALS – We need you, especially part-timers, to attend at least one, if not BOTH, of the meetings scheduled this month. Please check your email for details.

ACADEMICS – Help us help you. You are being asked to accept a lot of changes to policy, practice and protocol. Everything from program requirements to hiring practices to promotions is being reconsidered, reevaluated or re-gurgitated. BE CAREFUL. Ask questions. Read the fine print before you pass, approve or sign-on



to anything. Remain resolute. Insist that the governance structure you've created be respected. It may in the end be your greatest defense.

CONTINGENTS – Be recognized. You may be vulnerable, but you are not weak, and certainly not defenseless. You have an election coming up that we would like you to prepare for. Please attend the special meeting on March 29th to learn more.

In solidarity,
Yolanda Pauzé

Negotiations Update: March 13

Intense discussion of key contract items continues



UUP's Negotiations Team met with state negotiators March 8 and 9. The two-day session began with the state's response to a full set of counterproposals UUP pressed for at a Feb. 23 negotiations session. There was intense discussion of key items that are critical to UUP members.

While progress has been made toward reaching agreement on some contract issues on the table, critical items remain unresolved. The governor's demand for uniformity across all state employee union contracts presents

particular problems for UUP, given the diverse make-up of our bargaining unit and the particular circumstances of employment at SUNY institutions.

UUP represents part-time and full-time professionals and academics. Salary levels and other terms and conditions of employment vary considerably across our bargaining unit, with unique circumstances at different types of SUNY institutions—hospitals, technical and comprehensive colleges, university centers, and specialized institutions.

While the state continues to demand substantial givebacks modeled on the situation of other state employee unions, UUP's Negotiations Team will continue to press for a contract that is fair and reasonable given the circumstances of our bargaining unit.

The next negotiations session is scheduled for March 23. ♦

continued from page 1

Eileen also encouraged Legislators to restore \$25 million in state funding for full-time faculty throughout SUNY campuses in order to meet the demands of rising enrollments and to rebuild our academic departments. She pointed out that State funding for SUNY's campuses is now lower than in 1990-1991, and enrollment has increased more than 20% since then. Yolanda Pauze mentioned that among SUNY campuses, FSC is the "poster child" for lack of full-time faculty with a ratio of about 66% part-time to 34% full-time faculty.

Eileen Landy also encouraged legislators to reject legislation allowing the use of tuition revenue for capital construction projects which will authorize SUNY to use operating funds to pay debt service for NYSUNY construction projects. These projects, stated Landy, should be funded by the state, not by students tuition.

Barbara Maertz addressed

UUP's opposition to Tier VI, pointing out that NYS matching contribution of 3%, as compared to its present contribution level, will not sustain a retirement pension and will hinder SUNY's (FSC) ability to recruit and retain talented faculty and professionals.

Other legislative agenda issues addressed at the meeting were:

- Protecting student access and affordability to SUNY by increasing state funding for the Tuition Assistance Program (TAP).
- UUPF support of anti-bullying in the workplace legislation. Assemblyman Sweeny, a co-sponsor of the bill, pointed out that about 20% of New Yorker are bullied in the workplace, and that this behavior adversely affects workplace productivity and negatively affects a person psychologically, physically, and economically.
- UUPF support of legislation requiring greater accountability

and transparency with regard to SUNY's research and campus foundations.

The legislators who were present included Senators Owen Johnson and Carl Fuschillo, Assemblymen Bob Sweeney, Andrew Raia, Chuck Lavine, Steve Englebright, and Joe Saladino, as well as representatives from Senator Flanagan, Assembly Members Conte, Schimel, Murray and Deputy Speaker Hooper. They offered their support for UUP's legislative agenda and during the remarks and Q&A segment of the program made comments such as, "public education is important to the economic viability of Long Island" and "if we hurt SUNY we hurt New York State."

Lastly, the District Office Manager for Senator Owen Johnson, Mr. Gordon D. Canary, thanked UUPF, as a parent, whose daughter is receiving an outstanding education as a Visual Communications student at FSC. ♦

UUP Legislative and Fellowship Activities



Tell Albany the **truth** about **pensions**.



“ *I started in the State University system in the 1970s as a graduate student at SUNY Stony Brook. I retired in 2000 with 30 years pension credit. I am grateful for my \$25,000 pension, even if it does not go very far on Long Island. I am deeply insulted when I read the news that it's OK to reduce pensions for those workers not yet hired. We fought for pensions for future generations, not just for ourselves alone. I am very concerned that if they start privatizing, the pension system will be depleted. This will hurt all of us.*

”

— Judith Wishnia
UUP SUNY Stony Brook

Retired public employees have a huge impact on New York's economy. Public employees generally remain residents of New York State after they retire. Pension payments create a multiplier effect throughout the state's economy.

- According to a study by the National Institute for Retirement Security, each dollar invested in public pensions by New York taxpayers' supports over \$11 in total economic activity.
- One person's pension spending becomes another's income.
- Retirement expenditures in New York State supported nearly 137,000 jobs in the state, accounting for \$10.5 billion in wages and salaries and \$4.1 billion in tax revenue to the federal, state and local governments.
- New York's public workforce are also taxpayers. They pay taxes like every other citizen of the State.
- New York's public retirement systems are huge investors in private companies all over the world; over 80% of the retirement system's earnings comes from returns on these investments, NOT taxpayer dollars.

Despite the facts, the Governor has proposed **slashing pension benefits for middle class retirees** through the creation of a new pension plan called Tier 6.

Call the Governor, your State Senator and Assemblymember
and give them the facts about pensions.

Tell them to say **NO to Tier 6.**
(877) 255-9417

uup MEMBERSHIP DEVELOPMENT **IN SOLIDARITY**

Stony Brook HSC UUP Chapter:



Join us for a
**Wine Tour of the
North Fork**
Leaving from
East Wind Caterers
in Wading River

Saturday, April 14, 2012

UUP has arranged a special day for you and your family and friends. \$95 pp includes transportation, tour and tastings at three North Fork wineries, lunch, complimentary champagne and full beverage bar (liquor, soda, bottled water). 30 SEAT LIMIT, no refunds. Paid reservation due by Thursday, March 29th



Join us on a
**LIRR Trip to
New York City**
On a Special \$9
Round-Trip Fare from
Ronkonkoma to Penn
Saturday, May 19, 2012

Depart at 9:40 am, no traffic, no hassle
Paid reservation due by Thursday, May 3rd

Please make reservations directly with the
Stony Brook HSC UUP Chapter:
<http://uupcbhscite.org>

Defensive Driving Course

UUP is sponsoring a Defensive Driving Course again:-

Date: Saturday March 24, 2012

Time: 10 – 4pm

Cost: \$25



Please contact Debbie Nilsen at nilsendr@farmingdale.edu. A \$3 deposit is required to sign up. Need a minimum of 18 people to run the class by Friday March 16.

EAP CORNER

MARKETING YOURSELF FOR CAREER ADVANCEMENT

SAVE THE DATE; Thursday, March 29th

Why? Because on that day your Employee Assistance Program will be having a workshop on "How To Market Yourself For Career Advancement". During the past year, many of our employees have come to EAP seeking career counseling and financial assistance so the EAP Committee decided to present a workshop. In this highly competitive job market, "status quo" is no longer acceptable. You need assistance and your EAP is here to help. The workshop is open to all our employees and their immediate family members.



Our own career counseling expert, Dolores Ciaccio, has graciously agreed to share her expertise with us. The following are some areas Dolores will cover:

- Resume Techniques
- Interviewing Skills
- Internet Utilization
- Branding
- Social Networking
- Question/Answer Segment

WHEN: THURSDAY, MARCH 29, 2012

WHERE: LUPTON HALL, TECH ROOM 101

TIME: 12 NOON—2 P.M. (Bring Lunch. Stay as long as you can.)

RSVP: KATHY DEVINE X2644 OR Kathleen.Devine@Farmingdale.edu

Light refreshments will be served. We will give you "FOOD FOR THOUGHT"

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





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GIVE to the UUP College Scholarship Fund



I would like to make a tax-deductible donation.

Please use my gift for

☐ Undergraduate scholarships

\$ _____

☐ Post baccalaureate scholarships

\$ _____

Name: _____

Phone: _____

Home address: _____

Chapter: _____

Signature: _____

Make check or money order payable to UUP College Scholarship Fund.
Send your donation to Accountant Cindie Bayly
c/o United University Professionals, P.O. Box 15143, Albany, NY 12212

UUP created its College Scholarship Fund in 1985 to celebrate
the unions' commitment to academic excellence and the life of the mind
by awarding up to four scholarships each year to qualified SUNY undergraduates.
In 2010, the union awarded its first post baccalaureate scholarship.

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 Eritta

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**