



# Unifier

UNITED UNIVERSITY PROFESSIONS

FARMINGDALE CHAPTER

November 2012



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## Flex Spending Account

Dependent Care Advantage Account • Health Care Spending Account

### Important Announcement:

#### Flex Spending Account 2013 Open Enrollment Deadline Extended Through November 30, 2012

As a result of Hurricane Sandy, the Flex Spending Account 2013 Open Enrollment deadline has been extended through November 30, 2012. The online enrollment application will be suspended beginning midnight November 9, but will become available again on Friday, November 16, 2012. You have until **10:00 pm on November 30, 2012** to apply for enrollment for 2013. Visit [www.flexspend.ny.gov](http://www.flexspend.ny.gov) to enroll, or call 800-358-7202 (select Option 1).

If you enroll after November 9, a confirmation notice will be sent to you in late December, so you will not have an opportunity to change your annual election after November 30. If you wish to change your 2013 election amounts after you submit your application, simply submit a new application by 10:00 pm on November 30. Be sure to complete both the DCAAccount and HCSAccount sections of the application (if applicable), since the new application will replace your original one. ♦

**UUPF Office**  
**Ward Hall**  
First Floor, West Wing

Tel: 631-694-UUPF (8873)  
Fax: 631-694-3370  
E-mail: [UUP@farmingdale.edu](mailto:UUP@farmingdale.edu)

**Website:**

<http://snyfarvc.cc.farmingdale.edu/~uup>  
or use the A-Z list on the college website

### IMPORTANT Membership Meetings

- Nov. 15<sup>th</sup> – General Membership

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

# COARM MEETS AT FARMINGDALE

by **Barbara Maertz, UUP Active Retirees Membership Committee**

A lovely day was had by all who attended the COARM brunch at Farmingdale State College on Wednesday, October 23. The program was highlighted by a walk down memory lane with UUPF founding members Judi Bird, John Hunt, Mike Smiles and Bob Reganse.

John had a video of pictures of our union marches along Route 110 and the march on the administration building held back in the late 70's. There were so many faces that all of us remembered, some of whom were in the audience. He reminisced about the time we hired a plane to take some members up to Albany for a grievance hearing - which we won.

Bob regaled us with the story of the demonstration against parking fees (which was the biggest crowd we ever had) held in front of the administration building, and the TV coverage which resulted. There have never been any parking fees imposed on Farmingdale faculty and staff, so it was a very successful UUPF event.

Mike and Barbara talked about the motorcade down Route 110 to the Farmingdale College Aviation Center at Republic Airfield to protest a lack of contract as well as the removal of our dental/vision coverage by the state. The cars each had a balloon tied to the mirror and traffic was stopped for 1½ miles. Assemblyman Bob Sweeney spoke to our members during that rally, and the TV coverage was awesome.

The memories were fun to relive. Judi talked about all the trips to Albany, with many flight delays, in order for the members to attend the DAs. She remembered the negotiations for "Reinvestment" for our members which began in 1989 and didn't end until 1993, and they were still being implemented in 1995. No one can calculate the many hours spent protecting our members' rights and ensuring the successful transition to a four year college.

Barbara had a bunch of photos, courtesy of Karen Mattison, UUP Publications Specialist, which depicted UUP members from the

beginning of UUP some 40 years ago. There were memories of a lot of us, younger and thinner at the time, to cause a laugh or two.

Walter Apple, the UUP Retiree Coordinator, answered questions about the change in prescription drug coverage which we have all been getting mail about. He told everyone that has Empire as their secondary coverage that they did not have to do anything. Those with HMO coverage need to decide which prescription plan that they will have. Walter allayed all the retirees' concerns. Thank you, Walter.

Yolanda Pauze, UUPF President, let us know about the local news and negotiations status, and Barbara listed the NY-SUT endorsed candidates in our region and encouraged everyone to vote.

We will all be looking for the spring meeting when Professor Stan Mehlman will show us his bird photos and tell us how to get better pictures on our vacations. I hope you plan to be here ◇



## UNITED UNIVERSITY PROFESSIONS

FARMINGDALE CHAPTER-WARD HALL 1<sup>ST</sup> FLOOR

631-694-UUPF (8873) FAX: 631-694-3370

## PROFESSIONAL MEETING

UUPF has had recent discussions with management regarding the Performance Program procedure that we would like to share with all professionals.

Please make every effort to attend a special Professionals Meeting on Friday, November 16, 2012 at 12:00 noon in the Peachtree Cafe. In order for this meeting to be more productive, please bring a copy of your most recent performance program.

Lunch will be provided. Please RSVP to Debbie Amato at [uupfdamato@aol.com](mailto:uupfdamato@aol.com)

If you have another topic or concern you would like to discuss, please email it to me by November 9, 2012 at [ayoso2001@yahoo.com](mailto:ayoso2001@yahoo.com).

# President's Message

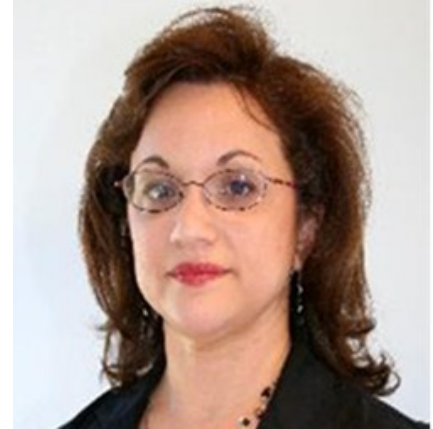
## Oh, Sandy...

It's difficult to discuss business in the aftermath of hurricane Sandy, when so many of our colleagues and students are suffering with the loss of power and positions; some have even lost their homes. The added frustration of the lack of fuel only exacerbates conditions.

Tensions should be high, fuses short, and anger peaked. Yet what I have found is the Farmingdale Family intact, seeking to ensure that folks are okay, offering help wherever it is needed.

In this abbreviated issue of the Unifier you will find information from NYSUT that can be beneficial to members, your families and friends, as well as information on how members can help others in need. You will also find updated information on contract negotiations.

For the latest on chapter activities and labor-management discussions, I hope to see you all at Thursday's General Membership Meeting. My thoughts are with you all. Stay warm, dry and safe.



In Solidarity,

Yolanda Pauze

## Members Should Know...

(excerpt of message from Phil Smith Tuesday - November 6, 2012)

*ONLY the governor has the authority to close a campus. Nonetheless, campus administrators have the flexibility to determine which employees are deemed "essential" under normal or adverse conditions.*

*The designation of essential employees, however, is on a campus-by-campus basis. Thus, what may happen at one campus --or appear on its Web site -- doesn't necessarily apply to others, even in markedly similar situations or proximities.*

*State regulations require employees to report to work and meet their obligations unless the governor has officially closed the campus or facility. Persons who can't comply or report to work must use leave accruals, even if road or other conditions prevent it.*

NOTE: Since the College was closed by directive of the Governor from October 30<sup>th</sup> through November 2<sup>nd</sup>, members do not have to charge their time for absence during that week. Stay tuned to further details provided by the College. ◇

## Negotiations update: Nov. 7

### Some contract items remain unresolved

The long and difficult process of trying to reach an acceptable agreement with the governor's negotiators continues.

While progress has been made toward reaching a fair and equitable contract, a few significant issues remain unresolved. UUP is pursuing all available opportunities to engage the state in productive discussions on these issues and we remain focused on reaching an agreement that our members will ratify.

At this late stage in the negotiations process, discussions are less formal than the previously conducted full-table sessions that were scheduled in advance. Current discussions are taking place on a less predictable schedule, so we are not announcing meeting dates at this point.

The Negotiations Team is pursuing all options and appreciates the supportive comments we continue to receive from members across our chapters.

We will provide updates as further developments occur. ◇



# FARMINGDALE CHAPTER

## EXECUTIVE BOARD

**Yolanda Pauze**  
President

**Robert Reganse**  
VP Academics

**Solomon Ayo**  
VP Professionals

**Bob Simins**  
Treasurer

**Debbie Nilsen**  
Secretary

**Dolores Ciaccio**  
Affirmative Action

**Susan Conforti**  
Health & Safety

**Robert Elgart**  
Affirmative Action

**Henry Ellis**  
Part-time Concerns

**Mike Oil**  
EOC Concerns

**Vicki Janik**  
Academic Grievance

**Casey Bond**  
Professional Grievance

**Barbara Maertz**  
Legislative Chair

**Darleyne Mayers**  
Legislative Chair

**Jim Macinick**  
Library Concerns

**Debbie Nilsen**  
Membership Chair

**Margaret Porciello**  
Newsletter Editor  
Webmaster

**Lou Scala**  
Dept Reps Chair

**Russell Tuthill**  
Retiree Concerns

### DELEGATES:

#### Academic

Douglas Cody  
Susan Conforti  
Lisa Eicher  
Robert Elgart  
John Hunt  
Del Janik  
Vicki Janik  
Margaret Porciello  
Robert Reganse  
Lou Scala  
Michael Smiles  
Elena Erritta 1st alternate

#### Professional

Yolanda Pauze  
Solomon Ayo  
Valerie Madeska  
Debbie Nilsen



# Are You a Member?

<b>Thomas P. DiNapoli</b> New York State Comptroller		<b>JOHN DOE</b>		Total Gross	
				Current	1234.56
				YTD	34,567.89
Advice #	123456789	Pay Start Date	07/13/2009	<b>Net Pay 1,234.56</b>	
Advice Date	07/12/2009	Pay End Date	07/27/09		
Department ID 1234				Pay Rate 78,910.11	
<b>EARNINGS</b>					
		Current	YTD	TAX DATA	
Hrs./Days	Earnings	Hrs./Days	Earnings	Federal	State NYC Yonkers
Regular Pay Salary Employee	3456.78		45,678.90	4	4
Location Pay	96.78		678.90	2	0
				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
<b>BEFORE TAX DEDUCTIONS</b>		Current	YTD	<b>AFTER TAX DEDUCTIONS</b>	
		456.78	1,234.56		
Regular Before Tax Health		678.90	3,456.78		
Supplemental Ret. Annuity Prog.		96.78	1,234.56		
TIAA Retirement Before Tax				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 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

**Yolanda Pauze**  
UUP Outreach  
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

**Lou Scala**  
EOP Concerns  
Veteran Affairs

**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