



Unifier

UNITED UNIVERSITY PROFESSIONS



FARMINGDALE CHAPTER



April 2013



In this issue:

NYSUT Health & Safety
Conference

PAGE 2

President's Message

PAGE 3

UUP Delegates
Advocate for SUNY

PAGE 4

Professionals Workshop

PAGE 5

"A Civil Tongue"

PAGE 6

Mayday Manifesto

PAGE 6

SUNY's New Direction

PAGE 10

UUP Contract Negotiations Team - Farmingdale Site Visit

by Margaret Porciello , UUPF Newsletter Editor

The UUP Contract Negotiations Team, along with UUP President Phil Smith, visited the Farmingdale campus on Thursday, March 7th to discuss the tentative contract and to inform the campus of the timeline for voting on the proposed contract. UUP members have been working without a contract since the 2007—2011 contract expired on July 1, 2011.



Jamie Dangler, UUP Chief Negotiator for the contract, used a PowerPoint Presentation to highlight the contract's key points. For those unable to attend this meeting, a PDF document containing some detailed information about the contract can be found at <http://uupinfo.org/negotiations/pdf/.TentativeAgreement20112016.pdf>.◇

UUP Contract Ratification Schedule

- May 1st — ratification ballots will be mailed to members' home addresses
- June 3rd—completed ballots must be received by American Arbitration Association (AAA)

Results will be posted to on the UUP website as soon as possible after they are reported to UUP by AAA (see page 9 for more information)

UUPF Office Ward Hall

First Floor, West Wing

Tel: 631-694-UUPF (8873)

Fax: 631-694-3370

E-mail: UUP@farmingdale.edu

Website:

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

or use the A-Z list on the college website



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

IMPORTANT Membership Meetings

- Apr. 25th — General Membership



NOTE: A representative from BJ's Wholesale Club will be at the meeting on 4/25

2013 NYSUT Health and Safety Conference

by Douglas S. Cody, CSP, CSHM, Statewide Representative for UUP, NYSUT's Health & Safety Task Force

HEALTH & SAFETY

NYSUT's biannual Health and Safety Conference was held on March 1st and 2nd at the Saratoga Hilton in beautiful Saratoga Springs. This year's conference broke all prior attendance records with more than 200 attendees from all over New York State attending this event. This year's conference featured two dozen workshops packed with very useful and timely information on a broad range of topics. The keynote speaker was Elizabeth Grossman who discussed her research concerning how synthetic chemicals fundamentally change how our bodies work. She explained how these molecular changes lead to a range of health issues including diabetes, cancer and other disorders.

As a long-time member of NYSUT's Health & Safety Task Force, as well as Past Chair, I continue to enjoy these conferences always coming back with new and updated information useful to our members. I had the honor of moderating two wonderful workshops.

The first workshop entitled, "Controlling Critters in the Workplace" was presented by Dr. Jody Gangloff-Kaufmann. Dr. Gangloff-Kaufmann is an Integrated Pest Management (I.P.M.) Specialist and Urban Entomologist who works for NYS's I.P.M. Program. Her discussion was broad-based and wide-ranging including the specific discussion of rodents, bedbugs and cockroaches and the different methods of controlling them. The second workshop entitled, "How to Get Management to Fix Workplace Hazards" was facilitated by Peter Dooley, CIH, CSP who is the President of LaborSafe Health and Safety Consulting. Mr. Dooley lead discussion and led the participants through a tabletop exercise which taught the attendees how to identify specific issues in the workplace and which methods would be best to attempt to get them resolved. Participants at both of these workshops seemed to be quite engaged and came away satisfied that their time

was well spent.

At Friday night's dinner, NYSUT Vice President Kathleen Donahue, who oversees Health and Safety for NYSUT, asked all NYSUT members to lend their voices in the call for passage of the New York State Workplace Violence Protection Act so schools are included and defined as places of work. She asked all "NYSUT members to get active through NYSUT's newly established Member Action Center (MAC); by attending rallies and meetings; and by visiting lawmakers in their home offices and on lobby days."

The next conference won't be held until March of 2015. I will be involved with planning this conference and look to hear from UUPers as to what workshops they would be interested in attending. Any member would benefit greatly from attending the conference and I urge that you consider attending this next one. ♦

EDITORIAL NOTE:

To show your support for the bill to include schools in the New York State Workplace Violence Protection Act, visit the NYSUT site at

https://mac.nysut.org/faxlegislators/widget/issue/150#issuesheadline_mobile

and easily send a fax to your local legislators.

President's Message

There are only a few weeks left in the semester, but still a lot of UUP activity to report. Here are some highlights:

UUP Elections

Results for the Farmingdale chapter elections are in (see page 8). Many thanks to all who took the time to vote, and special thanks to those willing to serve.

Elections for the College Review Panel and the Committee on Professional Evaluations will soon be underway. Later this spring when the results are in, they will be published via email.

At the next Delegate Assembly on May 4th your current chapter delegates will vote to elect a new statewide UUP President, as President Phil Smith has decided not to run for re-election. Delegates will also be voting on several executive board seats, as well as the Membership Development Officer. If you have read *The VOICE*, you may have noticed that two active members of the Farmingdale chapter are running for seats on the statewide UUP Executive Board.

The Contract

Of course, for the absolute latest information on progress regarding the contract, members should read the updates posted by Jamie Dangler on the UUP website. However, ballots can be expected in early May, after which members will have a month to review the document and vote. Members of the negotiations team are still conducting chapter visits throughout the state. The goal is for all chapters to have been apprised of its general con-

tent before a final draft of the contract is mailed to the membership.

Advocacy

UUP continues to advocate for legislation that will help UUP serve its members better, such as the Healthy Workplace bill (S-3863/ A-4965). UUP also continues to pursue its vigorous campaign to save the SUNY hospitals.

The focus in April is on local advocacy. There are still letter-writing campaigns in which UUP has asked us to participate, so I ask all members, to please take a moment to help YOURSELF. Visit uupinfo.org and follow the simple instructions. Meanwhile, any member interested in participating in chapter advocacy initiatives can contact the UUPF office.

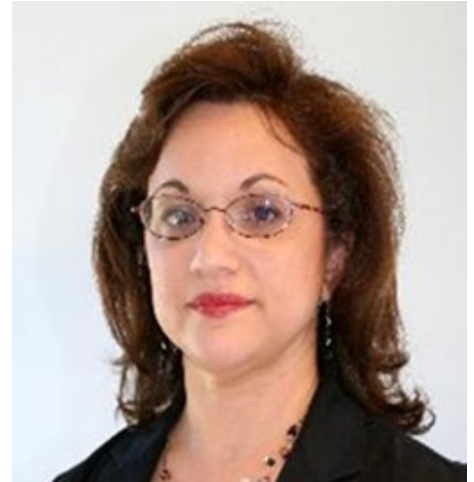
President's Evaluation

The results are in (they have been for some time) and the report is complete and ready for print. Unfortunately it is too large for inclusion in this Unifier, so a special issue will be printed and posted before everyone disperses for the summer. Stay tuned.

Part-Timers

UUPF has over 500 part-time members. That represents a majority of our active membership.

While we host regular part-time labor/management meetings every semester which cover a variety of topics, we have also hosted in recent years several membership meetings specifically for part-time members.



Such a meeting has been scheduled for Thursday afternoon, April 25th. As...

Representation Requires Participation

... it is imperative that members not only attend and participate in these events, they should also be supported by their full-time colleagues for doing so.

To that end, ANY member who feels that s/he is being prevented from participating in chapter meetings or events should immediately contact UUPF.

These and other issues will be discussed at our next General Membership meeting on April 25th.

In Solidarity,
Yolanda Pauze

UUP Delegates Advocate for SUNY

by Lou Scala UUPF Department Representative Chair



According to the Free Online Dictionary (<http://www.thefreedictionary.com>) an advocate is “a person who upholds or defends a cause.”

At the conclusion of the recent UUP Winter Delegate Assembly about 90-100 delegates from various SUNY campuses visited approximately 65 state assemblypersons and senators urging them to “Keep their Promise to New York’s Future.”

Specifically, our fellow members provided important information (outlined below) in attractive pamphlets and asked the legislators to:

- Enhance SUNY State-operated campuses by adding \$25 million in state appropriations to SUNY.
 - In the last five years, SUNY’s enrollment has grown by more than 20,000 students—a 9 percent increase—at its state operated campuses.
 - State funding has not increased to meet the demands of this growth
 - In the 1990s, 75 percent of SUNY’s operating budget came from state support. Now nearly 75 percent comes from tuition and fees.
- Keep SUNY Downstate Medical Center fully operational and public.
 - Reject the governor’s proposed pilot program that would allow business corporations to own and operate two New York hospitals—one of which is affiliated with a medical school in Brooklyn.
 - This plan is intended to “assist in restructuring health care delivery system by allowing increased capital investment in health care facilities.”
 - Any restructuring of Downstate must include, or lead to privatization.
 - New York must maintain Downstate as a full-service public hospital to protect its important mission of providing Brooklyn’s at-risk populations with quality medical care.
 - Maintaining Downstate also allows the hospital to continue to help finance the medical school and train doctors, nurses and other medical professionals New York needs.
- Fund SUNY’s Teaching Hospitals and Medical Schools and keep them public
 - Bring the state hospital subsidy back to \$128 million by restoring the Executive Budget’s \$28 million cut and adding \$48 million more.
 - Add \$99 million for Downstate Medical Center and \$35 million for Upstate Medical University to maintain them as full-service public institution
 - Reduced state Medicaid spending, in combination with years of state underfunding, had an enormous negative impact on these institutions.
 - SUNY’s public hospitals generate revenues for the state’s medical schools
 - If the state subsidy to these hospitals is reduced. It will significantly threaten health care, medical education and important medical research.

Professionals Spring 2013 Workshop

by Solomon Ayo UUPF VP for Professionals

Thank you to the professionals who attended the last Professionals Workshop on March 14, 2013. The meeting was well attended and informative. There was a great exchange of ideas and good feedback for future Professional meetings. Present were special guests from UUP Albany headquarters: Philippe Abraham, the UUP state-wide Vice-President for Professionals and Edison Bond, the State-Wide UUP Membership Development Officer. A special thank you also goes to our Labor Relations Specialist, Lynda Larson, in running a very informative workshop. The main topic of the workshop was Professional Obligation relative to time and attendance. Below is a synopsis of the discussion.

Regardless of whichever department where a professional works, (academic, information services, admissions, counseling, etc.) Professional Obligation is based strictly on your annual Performance Program. It is the official record of your Professional Obligation (duties and responsibilities) for one year, developed in consultation with **ONLY** your immediate supervisor and signed by both of you. Since different departments' functions differ from one another, workdays required of a professional to meet the department responsibility may vary. However, certain facts do remain unchanged:

(One) Professionals are **not** hourly employees.

(Two) Your annual Performance Program is intended to represent 100% of the work you are expected to do. Before signing your Performance Program, it is critical that you clearly understand the defined Professional Obligation which you are required to fulfill on a daily, weekly, monthly, etc., basis. Avoid words like "any other duties as assigned" in **YOUR** Performance Program. For more details see page 4 of the UUP Professionals Guide at, <http://uupinfo.org/reports/guides/ProfessionalEmployeeGuide10WEB.pdf>.

(Three) You can **only** be evaluated on duties and responsibilities clearly defined in your Performance Program. So, it is incumbent upon **YOU** to meet the required obligation in your performance program. Having this written understanding helps in clarifying your comp-time relative to your Professional Obligation and your time and attendance issues. If you have any question call me at the UUP office (631) 694-8873 or ayoso2001@yahoo.com

Vote-Cope: Edison Bond congratulated and thanked UUP Farmingdale (UUPF) for our over **93%** UUPF membership within the bargaining unit and the over **60%** of whom contribute to Vote-Cope. He em-



Pictured (left to right) Solomon Ayo, Yolanda Pauzé, Philippe Abraham, Linda Larson, Edison Bond and Debbie Nilsen

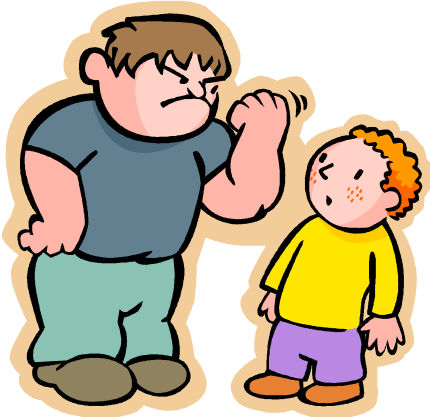
phasized that membership dues **CANNOT** be used for political action. Vote-Cope donations are very important for UUP political advocacy to protect and preserve SUNY jobs. You all know that billion dollar conglomerates look out for *their* interests via access to our elected officials. Vote-Cope is the only political action fund UUP can use in protecting members' jobs. Please contribute.

Reminder: June is the deadline for your annual Performance program, evaluation and application for promotion. (For a more specific deadline date call Human Resources @ X2107). Some departments do have a schedule to update Performance Program. If yours does not, this is the time to request a meeting with your immediate supervisor to update your Performance Program. It is the responsibility of your supervisor; however, the responsibility is on **you** to get it done.

continued on page 6

A Civil Tongue "Taking the High Road to Common Ground"

by Casey Bond, Professional Grievance Chair



After a somewhat shaky start, our Labor Management Task Force on Civility seems to be moving resolutely forward toward a lofty goal. Not content with proposing a workplace civility policy just for use on our campus, the Task Force came to a consensus that they will strive to create a workplace civility policy that will shine as a model for other SUNY campuses.

At our March meeting the Task Force shared our personal and professional experiences with bullying and general incivility in the workplace. (Thanks to those of you who sent your stories to "A Civil Tongue"- your issues were shared anonymously as well!) After listen-

ing to each other's stories, a rather unusual thing happened: I'm pretty sure actually we *heard* each other! Not only that, it seemed to this jaded ol' gal that we not only heard each other, but on the *major* issues we actually agreed. (Well, mostly!)

As reported in this column before, our union has already passed a resolution supporting the NY State Legislature's Workplace Civility bill. The Task Force discussed the Englebright Bill and various examples of anti-bullying policy statements that management brought to the table. This discussion led to the first of what promises to be many areas of consensus: both union and management participants were in agreement that a mandatory joint labor/management Workplace Civility/Anti-Bullying Workshop to would be recommended. This is just a first step, but one made by enthusiastic, mutual consent.

Sure, there will be differences of opinion regarding the nuts and bolts of how this workshop will come to be. But as long as these

differences are discussed in an atmosphere of mutual respect and courtesy, I'd like to think that we're more than halfway there toward reaching this first of many goals.

There are innumerable occasions when we as UUPF stalwarts must take a hard adversarial stand in opposition to management. In the case of the Labor Management Task Force on Civility, it appears that a more cooperative approach may be more effective. As long as both sides decide in advance to take the high road- I think we'll find that this is the quickest route to that elusive realm: common ground!

In Solidarity,
Casey Bond

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

continued from page 5

Other News: On April 26, 2013, UUPF will mail election ballots for two professional committees: the College Review Panel and the Eval-

uation Review Committee. Please participate by voting and returning the ballot.

In Union,
Solomon Ayo

Mayday Manifesto

The Mayday Manifesto is part of the national Mayday \$5K! campaign that was launched in the spring of 2013. Its goal is to ensure educational quality, fairness and equity by improving the wages and working conditions of all contingent faculty in higher education. They are the majority of college teachers and currently number about one million, including part-time adjuncts and full-time lecturers not on tenure-track lines.

The campaign welcomes the support of everyone, whether they are students, members of the general public or teachers, regardless of their employment status.

The campaign goals of the Mayday Manifesto are endorsed by a variety of unions and other organizations, including New Faculty Majority: The National Coalition for Adjunct and Contingent Equity.

Please add your name to the list of supporters!

In solidarity,

Peter D.G. Brown
Mayday \$5K! Coordinator
UUP Chapter President
SUNY New Paltz,

Visit the Mayday Manifesto site at:

<https://docs.google.com/forms/d/1kPaUI21SMpBNWh3mqgkdt-FX3hNLWou5KHLYKXsWY/viewform>

Mayday Manifesto

Mayday! This is an emergency call for help! We face a dangerous crisis in higher education. It affects almost every university, college and community college. It is not limited to any city, region or state. It is called contingency: the majority of teachers in higher education today are grossly underpaid, at-will employees, lacking any meaningful job security and the academic freedom essential to quality education.

The tenured jobs of the past have been outsourced to a contingent academic labor force. Many so-called “part-timers” teach twice as much as their “full-time” colleagues. Similarly, many “temps,” whose short-term contracts typically extend for a year or less, have been teaching for decades—often longer than permanent teachers on continuing appointments.

The effects of this crisis should be known to everyone. Contingency has been a dirty little secret for nearly half a century, in plain sight but almost totally ignored, and nothing will change until the facts are widely understood. The majority of college teachers in the United States today—over a million individuals—are contingent. Most of them are so-called “adjuncts.” They are paid poverty wages, earning an average of \$2,700 per three-credit semester course. Most adjuncts make \$10,000 to \$20,000 a year, often working more than 40 hours per week. An estimated 80% lack any health or retirement benefits, and academic freedom is meaningless in the absence of any job security.

The conditions under which contingent teachers are forced to work undermine the quality of higher education. Their miserable working conditions adversely affect student learning conditions, thus short-changing our students and threatening the future of our nation. This is no way to prepare the next generation for an increasingly competitive global economy! Funding education on the cheap has resulted in most American students no longer being competitive with those in dozens of other countries.

To reverse this disastrous trend, the undersigned urge that the following steps be adopted on a priority basis:

- Increase the starting salary for a three-credit semester course to a minimum of \$5,000 for all instructors in higher education.
- Ensure academic freedom by providing progressively longer contracts for all contingent instructors who have proven themselves during an initial probationary period.
- Provide health insurance for all instructors, either through their college’s health insurance system or through the Affordable Care Act.
- Support the quality education of our students by providing their instructors with necessary office space, individual development support, telephones, email accounts and mail boxes.
- Guarantee fair and equitable access to unemployment benefits when college instructors are not working.
- Guarantee eligibility for the Public Service Loan Forgiveness Program to all college instructors who have taught for ten years, during which they were repaying their student loans.
- With or without a time-in service requirement, allow all college teachers to vote and hold office in institutional governance, including faculty senates and academic departments.

The signatories urge a comprehensive, cooperative effort to end the staffing crisis in higher education for the sake of all our students and all our citizens. **Mayday! Mayday! Mayday!**

**UNITED UNIVERSITY PROFESSIONS
OFFICIAL 2013 ELECTION REPORT
FARMINGDALE CHAPTER
(40839)**

PRESIDENT AND DELEGATE

Candidate	Total	Rank
Pauze, Yolanda	179	X
Scala, Louis A.	1	
Southard, Brett J.	1	

VICE PRESIDENT FOR ACADEMICS AND DELEGATE

Candidate	Total	Rank
Janik, Vicki K.	136	X
Capella, Barry J.	1	
De Lucca, James V.	1	
Scala, Louis A.	1	

VICE PRESIDENT FOR PROFESSIONALS AND DELEGATE

Candidate	Total	Rank
Ayo, Solomon O.	55	X
Dember-Neal, Theresa L.	1	
Southard, Brett J.	1	

SECRETARY

Candidate	Total	Rank
Madeska, Valerie	184	X
Scala, Louis A.	1	
Southard, Brett J.	1	

TREASURER

Candidate	Total	Rank
Conforti, Susan L.	185	X
Scala, Louis A.	1	

OFFICER FOR CONTINGENTS

Candidate	Total	Rank
Ellis, Henry G.	174	X
Eritta, Elena	1	
Scala, Louis A.	1	

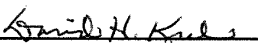
ACADEMIC DELEGATE

Candidate	Total	Rank
Porciello, Margaret M.	118	01
Smiles, Michael C.	118	02
Janik, Vicki K.	107	03
Janik, Del I.	86	04
Eritta, Elena	78	05
Samuel, Favez M.	73	06
Cody, Douglas S.	73	07
Pollard, Richard S.	68	08
Masserwick, John J.	67	09
Scala, Louis A.	18	10
Reganse, Robert J.	1	11
Elgart, Robert	1	12
LoPiccolo, Orla - Ineligible	1	

PROFESSIONAL DELEGATE

Candidate	Total	Rank
Maertz, Barbara T.	46	01
Ayo, Solomon O.	35	02
Lopez, Lawrence A.	31	03
Dember-Neal, Theresa L.	28	04
Mayers, Darleyne E.	27	05
Stier, Amy L.	24	06

We certify that this election was conducted in accordance with the UUP election procedure and that this report constitutes the official election report. Ties were resolved by lot. The term of office for each position is from June 1, 2013 through May 31, 2015.


David H. Kreh
Chair, Elections and Credentials Committee


Eileen Landy
Secretary

Date: March 23, 2013

3

continued from page 4

- Make all SUNY and Research Foundation transactions transparent.
- Safeguard SUNY's Opportunity Programs by improving access and affordability that Educational Opportunity Programs/Centers provide for New Yorkers by increasing EOP and EOC funds above Executive Budget Levels.

I find it to be quite ironic that members of UUP had to remind our elected legislators, and indirectly SUNY's Central Administration, about SUNY's Mission. According to State Education Law, "The mission of the state university system shall be to provide the people of New York, educational services of the highest quality with the broadest possible access, fully representative of all segments of the population in the complete range of academic, professional and vocational postsecondary programs..."

It is clear that we are in desperate times, we must advocate for SUNY, because it is obvious that forces are arrayed against the noble charge stated above. If we do not advocate for SUNY who will? And, what will SUNY look like in the future if we don't take action? Lastly, if these attempts to scuttle SUNY are successful what will the long-range negative consequences be on our union and our local UUPF?

What can you do?

1. Go to <http://www.uupinfo.org> and send emails on these important issues to your state assemblyperson and state senator.
2. Spread the message about these important issues and SUNY mission, and UUP role in protecting this vital mission to your friends and family—use Twitter and Facebook! J

If you are interested in serving as an "advocate" contact the UUP Office so you can:

Learn about upcoming advocacy events and

Learn effective advocacy techniques that can be used when our elected representatives visit or campus, or when teams of FSC UUPers visit their legislators' offices on Long Island.

Let's be advocates for SUNY, and let everyone know that United University Professions—UUP—is the union that makes SUNY work! ◇

IMPORTANT CONTRACT INFORMATION:

Contract ratification timetable changed

UUP has changed the date to May 1 for the American Arbitration Association (AAA) to mail ballots to members for the ratification vote on the tentative contract. Completed ballots are due to AAA by June 3; ballots will be counted the following day.

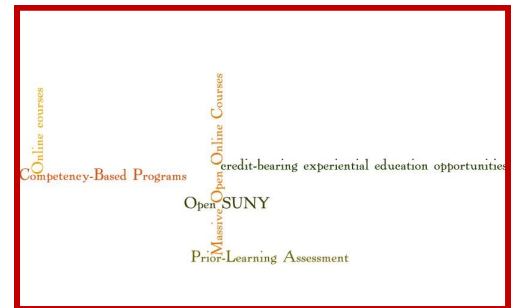
The state's delay in providing UUP with contract details on two major issues—the Deficit Reduction Plan and retroactive payments for health insurance premiums—left the union no choice but to change the ratification schedule. UUP is putting the final touches on a *Negotiations Bulletin* containing commentary on the new contract language, and will mail it to members' addresses of record.

Please let your chapter members know about this revised timetable and direct them to the latest [contract update](#) posted on our website.

Prior-Learning Assessment, Competency-Based Programs, Massive Open Online Courses

by Margaret Porciello, Co-Chair UUP Technology Issues Committee

Are you ready to do prior-learning assessment of students as well as developing unique programs for each and every student as SUNY Empire State does? Do you have the expertise to develop “credit-bearing experiential education opportunities” for Farmingdale students? Never mind teaching online classes—are you ready to do “massive open online classes”? Is this your vision of your career at Farmingdale?



Apparently this is SUNY’s vision for its campuses. The first sentence of a March 20, 2013 blog by Steve Kolowich states: *“The State University of New York’s Board of Trustees on Tuesday endorsed an ambitious vision for how SUNY might use prior-learning assessment, competency-based programs, and massive open online courses to help students finish their degrees in less time, for less money.”* This is the first sentence in his Wired Campus blog on The Chronicle of Education’s website—http://chronicle.com/blogs/wiredcampus/suny-signals-major-push-toward-moocs-and-other-new-educational-models/43079?cid=wc&utm_source=wc&utm_medium=en. Mr. Kolowich’s article is based on a SUNY news item - *“SUNY Board Outlines Implementation of Open SUNY”* - released the day before he wrote his blog.

Some of the important points made in this news release include:

- Open SUNY will “bring all online courses offered at each of the system’s 64 campuses onto a shared and comprehensive online environment, making them accessible to all of the system’s 468,000 students and 88,000 faculty.”
- SUNY currently has 86,000 students taking online courses, but Chancellor Zimpher expects to add 100,000 degree-seeking students to this number within the next three years.
- This sharing of the online courses is expected to help students in baccalaureate programs graduate in three years, and students enrolled in masters degree programs to graduate in five years.
- “Advances in online learning will be utilized to offer credit-bearing experiential education opportunities.”
- “SUNY REAL, Empire State College’s prior learning assessment program will be scaled to all SUNY campuses.”
- Faculty from all campuses will be encouraged to openly license their course content.

The SUNY news release can be found at— <http://www.suny.edu/sunynews/News.cfm?filename=2013-03-19-OpenSUNYRelease.htm> ◇

NYSUT members: *Is danger lurking in your home?*

We've just about made it through a particularly cold winter, and spring is finally upon us. With that means warmer weather and the opportunity to spend more time playing with our pets (both indoors and outdoors).

And while we always hear about the dangers of ticks and fleas that can come from the "Great Outdoors," what about those potential hazards lurking inside of our homes as well?

Check out the following list from VPI Pet Insurance about the most common calls received by the Pet Poison Helpline:



Top 5 Toxins & Poisons – Dogs

1. Chocolate
2. Insect bait stations
3. Mouse & rat poison
4. Fertilizers
5. Sugar-free gums & candies

Top 5 Toxins & Poisons – Cats

1. Lilies
2. Topical flea & tick medicine for dogs
3. Household cleaners
4. Mouse & rat poison
5. Paints & varnishes

So have fun with your four-legged friends this spring, but be mindful of where your pet is roaming both inside and outside of your home.

If you suspect that your pet has ingested anything harmful, seek immediate veterinary advice. **The Pet Poison Helpline is also available for a fee 24/7 at 800-213-6680.**

Remember NYSUT members receive a 5% discount on VPI's base medical plan and up to a 15% discount if multiple pets are enrolled.

For more information, please visit memberbenefits.nysut.org and click on "Discounts & Travel – Members" and then "VPI Pet Insurance" or call toll-free 866-838-3461.

Insurance from A to Z...

While you're considering whether pet insurance is right for your pet, don't forget about the humans in your life as well. If you're looking to protect yourself or your family, make sure to check out the variety of insurance programs endorsed by Member Benefits.

The following programs are currently available: **Term Life & Level Term Life; WrapPlan® II Universal Life; Personal Property/Liability (auto, home, renters, boat, umbrella, etc.); Disability; Vision Plan; and Dental Plan.** Many of these programs are also available to cover spouses/domestic partners of members, dependent children, dependent parents, and grandparents.

Learn more about our endorsed programs by contacting Member Benefits at **800-626-8101** or visiting memberbenefits.nysut.org.

For information 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. '13

MEMBER
BENEFITS
nysut
Working to Benefit You



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?

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

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

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**