



# Unifier

UNITED UNIVERSITY PROFESSIONS



FARMINGDALE CHAPTER



November 2013



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## Who Owns that Course (Content)?

by Margaret Porciello,

UUP Statewide technology Issues Committee Co-chair



Now that information about Open SUNY is actively under discussion on the campus, it is probably a good time to reiterate the information from the February 2013 issue of the Unifier about **Faculty Ownership of Instructional Content**. One of Open SUNY's goals is encouragement of campuses to offer more online courses, more online degrees (although the degrees offered by any campus may be decided by SUNY and not the campus), and even development of MOOCs.

As a co-chair of the statewide UUP Technology Issues Committee, I can attest that a faculty member's Intellectual Property rights is probably the most misunderstood right of faculty throughout SUNY.

Be assured that faculty own the course content that they have developed – unless they were remunerated to develop this content. (*If you want to own your online course content then do not get paid extra to develop it and do not sign any contract that waives your right of ownership.*)

*continued on page 6*

**UUP President Fred Kowal will be a guest at our next meeting—  
Thursday, November 21<sup>st</sup>  
Please come to meet him**



General Membership Meetings  
are held in GLSN 104 at 11 a.m.

## IMPORTANT Membership Meetings

- Nov. 21<sup>st</sup> — General Membership
- Feb. 20<sup>th</sup> — General Membership
- Mar. 20<sup>th</sup> — General Membership
- Apr. 24<sup>th</sup> — General Membership

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or use the A-Z list on the college website

# "A Civil Tongue"

by Casey Bond, Professional Grievance Chair



## Cautiously Optimistic!

We've all been there: that random committee we were "volunteered" onto, the "politically correct" study group, the mandated "training class" with the incomprehensible jargon, the supervisor's "pet project" etc., etc., ad infinitum. How often have we bemoaned the lost hours of our lives spent serving on committees where so many accomplish so little for so few. Sigh.

Therefore, it was with more than a bit of trepidation that your stalwart columnist accepted the appointment to the campus Civility Task Force. Would this be yet another disappointing foray down that

infamous road to Hades, sadly adding a few new cobblestones to the path? Surprisingly, the answer is a rousing "Heck, no!"

Indeed, the Civility Task Force has proven to be one of the most productive, leave -your- ego- at- the- door, the- only- agenda- is- the- one- on- the- table, lets- focus- on- results committees I've ever seen!

And what, you may ask, are these results?

Well, believe it or not, in less than a half-dozen meetings a true consensus was reached and the first draft of the Civility Task Force's

"Campus Civility Policy" is now on its way to the powers that be. The draft, although not yet finalized, is certainly a comprehensive document and merits serious consideration by the college president.

Farmingdale State College is one step closer to becoming a shining example of how to ensure that those who would turn our campus into a hostile workplace becomes untenable in the future.

So let me throw caution to the wind...I'm so darn optimistic that we will soon have a Campus Civility Policy in place-and that it will be shining example to all of SUNY!◇

## United University Professions Farmingdale is pleased to invite you to a workshop to discuss

### The SUNY Seamless Transfer and Open SUNY Initiatives

**Tuesday, November 19, 2013  
3:00 p.m.  
HALE HALL-ROOM 222**

**Guest Speaker: Dr. Jamie Dangler. UUP Vice President for Academics**

**Guest: Eileen Landy, UUP Secretary**

**Issues to be discussed include the reshaping of SUNY, the role of faculty in developing curriculum, the expansion of on-line education, the privatization of SUNY course delivery, and the success of SUNY students.**

**PLEASE RSVP VIA EMAIL TO: [uupfdamato@aol.com](mailto:uupfdamato@aol.com)**

# President's Message

## Can't Blame Sandy *This Year*

My article in last year's November issue of the *Unifier* focused on the aftermath of Hurricane Sandy. This year UUP is reeling from a perfect storm of a different kind.

At the State level we have a governor with eye on the White House, who is more interested in political maneuvering than actual governing. We have a chancellor who is intent on converting our public university into her personal statewide commercial venture, auctioning it off a piece at a time to the highest bidder. And we have a Governor's Office of Employee Relations too dysfunctional to cross T's or dot I's on a five-year contract that took three years to negotiate. *But wait, there's more...*

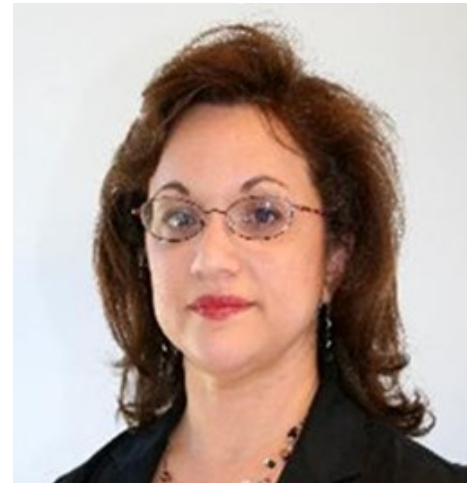
Locally there are some in an administration who seem to be unwilling to confront hostile workplace issues, who blatantly disregard traditional search practices, and who express contempt for those who try to right these wrongs. Add to this the lack of a long-term, structured, multi-faceted orientation system for new faculty and staff, and we have the perfect

storm of miscommunication, misunderstanding and mismanagement.

But all is not lost. It is never too late to make corrections and change course.

Locally, it is going to require ALL HANDS ON DECK; management working together with UUPF and governance to develop policies and procedures which fill the voids in current mechanisms aimed at confronting these issues. There is a lot of work ahead of us, but I have faith that our members are up to the task.

Statewide, the situation is more comprehensive. Thankfully we have several statewide officers from UUP visiting our campus this week. Statewide VP for Academics, Jamie Dangler and Secretary, Eileen Landy will be making a presentation on Open SUNY, MOOCs and Seamless Transfer on Tuesday, November 19<sup>th</sup>. UUP statewide President, Fred Kowal will be the guest speaker at our General Membership meeting on Thursday, November 21<sup>st</sup>. He will review the issues confronting UUP, explain their



impact on our professions, and point out how we can do a few small things that collectively can result in the greatest possible outcome.

Our local and statewide issues have one thing in common: the need for paradigm shift. In order to affect positive change, we **have got** to change the way we operate. I know – the task is monumental.

Change is rarely painless, but doing nothing is guaranteed to hurt.

In Solidarity,  
Yolanda Segarra

## Individual Development Awards

Do you have a conference coming up? A special project? Get your paperwork in order! Collect your receipts! IDAP is back! Check your email for details in the next few weeks!

The article excerpted below appeared in the November 5, 2013, edition of the *Albany Times-Union*. That was just about the same time that UUP and SUNY figured out how to implement the furloughs and consequent pay cuts imposed on state public service employees by New York state government.

As you read this, keep in mind a typical adjunct salary in relation to the dollar figures cited in this article: i.e., \$100,000 = the pay for approximately 34 classes taught by our adjunct faculty.

## SUNY's outside advice

By James M. Odat Albany: Updated 3:49 pm, Tuesday, November 5, 2013

Chancellor has made extensive use of a discretionary account to hire consultants for strategic planning instead of tapping the system's faculty and staff.

James M. Odat, Times Union

**[EDITORIAL NOTE: We've added a couple of comments appearing in boldface.]**

Almost immediately after [Nancy Zimpher](#) arrived in June 2009 as the new leader of the [State University of New York](#), she began tapping a special chancellor's account to pay consulting fees.

A [Times Union](#) review of that discretionary fund at SUNY Research Foundation indicates that the former [University of Cincinnati](#) president relied heavily on outside consultants as she began her work in New York.

One firm, [Anthony Knerr and Associates](#) of New York City, was paid \$379,243 from Zimpher's account for strategic planning. Asked why the chancellor drew from outside firms instead of her executive team that included several vice chancellors and deputies — including some she brought from Cincinnati — aides said she wanted to accomplish objectives promptly and wasn't sure the expertise existed within SUNY.

"When appropriate, SUNY engages outside experts who can provide valuable services by assisting with projects and initiatives," said [David Doyle](#), Zimpher's spokesman. "There is nothing excessive, improper or wrong

about this practice. Rather, it is part of the smart management of the nation's largest system of public higher education." **[And we thought campus visits and SUNY faculty- and staff-based committees created that plan!]**

The running tab under Zimpher has reached into the millions for SUNY projects and to support organizations, including a non-profit group whose board since 2002 has included Zimpher.

The data on uses of the chancellor's account, which SUNY officials now call the [Strategic Plan Allocation Fund](#), arrived from the Research Foundation 54 weeks after the Times Union requested it under the Freedom of Information Law. **[FOIing may be slow, but it can be helpful.]**

The account used by Zimpher gets about \$2.7 million each year from grant money won by SUNY researchers that goes to the Research Foundation.

The chancellor gets to use it as she sees fit. Her aides said other top officers also have access to it.

The account's cash infusion this year was added to a carry-over from last

year of \$1.2 million. Much of that money is already allocated, and only \$17,346 is currently uncommitted.

Her predecessors in the top job of managing the 64-campus SUNY system also used the account for professional services, particularly for lobbying in Washington, D.C.. But Zimpher's withdrawals are remarkable for their accelerated pace and volume.

During her four-plus years at SUNY, Zimpher has tapped the account for strategic and master planners and for branding advisers. She also used the money to pay politically connected pollsters, governmental affairs agents and lobbyists and for tens of thousands of dollars in hotel conference costs and medallions given to chancellor's excellence award winners

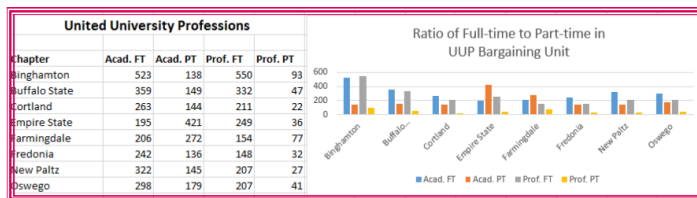
One series of bills added up to \$270,000 for [David Langdon](#), a longtime Albany lobbyist who until July 2012 was chairman of the [Albany International Airport Authority](#). The chancellor's fund cut regular checks ranging from \$10,000 to \$40,000 to Langdon for "consulting" between July 2009 — a month after Zimpher arrived — and the end of 2010.

*continued on page 8*

# Workload Creep

by Margaret Porciello, Newsletter Editor

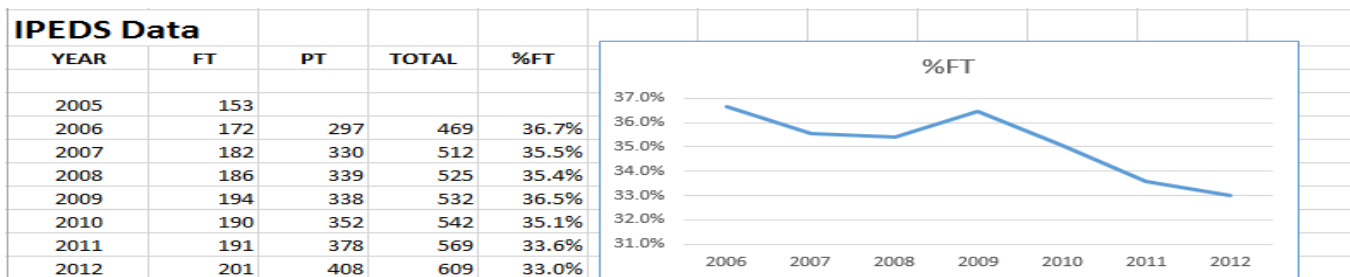
The chart on the right was printed in last month's Unifier to demonstrate the high percentage of PT to FT faculty and staff at Farmingdale as compared to other campuses with similar size staff who are represented by UUP.



While the chart does not show all campuses, the data for all UUP campuses shows that Farmingdale has the second highest ratio of part-time to full-time faculty of any state-operated campus; Empire State is number one. (The information used for this analysis was taken from the UUP 2013 Fall Delegate Assembly Program. )

Someone suggested to me that these numbers might actually be incorrect as the ratio may be even higher.

While I do not have statistics for Fall 2013, I did find information submitted by the campus to The Integrated Post-secondary Education Data System (IPEDS) for 2006 through 2012, and used that data for the following chart:



With the exception of 2009, the percentage of full-time faculty is clearly on a pretty steady decline.

**So, you may ask, what does this have to do with "workload creep?"**

I would like to suggest that fewer full-time faculty, and the commensurate increase in contingents, causes more work for the full-time faculty in several areas:

- Increase in number of observations by full-timers
- Increase in number of students to advise by full-time faculty since the college is growing
- Tenured faculty, in departments with several faculty having tenure, increasingly being asked to serve on committees (search, appointment ) for other departments
- Faculty having three, or even four, preparations each semester because the full-timers generally teach the upper-level courses which generally have fewer sections than the lower-level courses
- Untenured faculty fearful of speaking out because they may be denied tenure

*This affects the contingents as well since their hopes of attaining a full-time position becomes diminished.*

I am reasonably sure that I have not exhausted the list, but you get the point. By the way, this is happening at a time when our faculty, particularly untenured faculty, are being asked to do more research and more college service.

This shrinking full-time trend is not unique to Farmingdale. The question is—**How long can this go on?**

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## What are the documents that support the ***Faculty Ownership of Instructional Content?***

### 1. Policies of the Board of Trustees 2000

State University of New York

Article XI, Title J

§2 Copyright Policy (Excerpts)

**Generally the members of the staff of the University shall retain all rights to copyright and publish written works produced by them.** However, in cases where persons are employed or directed within the scope of their employment to produce specific work subject to copyright the University shall have the right to publish such work without copyright or to copyright it in its own name. The copyright will also be subject to any contractual arrangements by the University for work in the course of which the writing was done. Staff members will be expected not to allow the privilege to write and retain the right to their work to interfere with their University duties. In those cases where an author desires the help of University facilities, arrangements should be made through the administrative staff of the author's institution in advance with respect to the assistance which may be appropriately given and the equity of the University in the finished work.

(see page 20 [http://www.suny.edu/board\\_of\\_trustees/pdf/policies.pdf](http://www.suny.edu/board_of_trustees/pdf/policies.pdf))

### 2. APPENDIX A-23 from 2003-2007 UUP Contract Agreement

Dr. William E. Scheuerman, President

United University Professions

P.O. Box 15143

Albany, New York 12212-5143

Dear Dr. Scheuerman:

**This will confirm our mutual understanding that Article XI, Title J of the Policies of the Board of Trustees apply, irrespective of the medium of storage,** to all literary works as defined by copyright law, including, but not limited to, literary, instructional, dramatic, musical and artistic works, except for software, which is covered by a separate policy.

Sincerely,

s/John Ryan, Chancellor

State University of New York

s/ William E. Scheuerman, President

United University Professions

(see <http://uupinfo.org/contract/text.html#app23>)

### 3. Provost Lavalley's October 15, 2012 letter to campuses about ***Copyright and Faculty Ownership of Intellectual Property.***

The information in this letter, which can also be found on the SUNY website

([http://www.suny.edu/provost/academic\\_affairs/FacultyOwnership.cfm](http://www.suny.edu/provost/academic_affairs/FacultyOwnership.cfm)) states: "SUNY's copyright policy was written in 1954 when the 1909 federal copyright act was in effect. Under the 1909 copyright act, there was a common-law exception from the work-for-hire rule for faculty work. That is, despite the work-for-hire rule that would otherwise have vested in SUNY as employer ownership of copyright in faculty-employee work, copyright in faculty work vests in the faculty"



# UUP Productivity Enhancement Program (PEP)

## FAST FACTS

The Productivity Enhancement Program (PEP) is a negotiated benefit in the 2011-2016 agreement between UUP and NYS.

PEP allows eligible UUP-represented employees to exchange previously accrued annual leave (vacation) in return for a credit of up to \$500 to be applied toward the employee share of NYSHIP premiums on a biweekly basis. Full-time and part-time employees who accrue vacation leave may participate in the program.

### ENROLLMENT DEADLINE—NOV. 29, 2013

The enrollment period for the 2014 plan year runs through Nov. 29, 2013. Employees are required to submit a separate enrollment form for each year in which they wish to participate.

### ELIGIBILITY

Eligible full-time employees with an annual salary of **\$62,998 and below**, and eligible part-time employees whose biweekly salary is within this range at the time of enrollment, who choose to enroll in the Productivity Enhancement Program for the 2014 plan year will forfeit a total of three days of annual leave at the time of enrollment in return for a credit of up to \$500 to be applied toward their share of NYSHIP premiums.

Eligible full-time employees earning **more than \$62,998 and below \$90,022** and eligible part-time employees whose biweekly salary is within this range at the time of enrollment, who choose to enroll in PEP for the 2014 plan year will forfeit a total of two days of annual leave at the time of enrollment in return for a credit of up to \$500 to be applied toward their share of NYSHIP premiums.

At the time of enrollment, employees must:

- ◆ Be an employee covered by the 2011-2016 New York State/UUP Collective Bargaining Agreement;
- ◆ Be employed on a Calendar Year or College Year basis;
- ◆ Be a full-time employee with an annual salary below \$90,022 **OR** a part-time employee whose biweekly salary is within this salary range at the time of enrollment;
- ◆ Be a NYSHIP enrollee (contract holder) in either the Empire Plan or an HMO;
- ◆ Be eligible to receive an employer contribution toward NYSHIP premiums (or be on leave without pay from a position in which the employee is normally eligible for an employer share contribution toward NYSHIP premiums); and
- ◆ Have a sufficient annual leave balance to make the full leave forfeiture without bringing their annual leave balance below eight days or a prorated balance for part-time employees, respectively.

**Contact your campus Human Resources Department or go to <http://bit.ly/1b9sAmF> for more information or to obtain an enrollment form.**



continued from page 4

Langdon, an aide to two former Assembly speakers, said he attended many meetings with SUNY staff, Zimpher and other consultants to offer his perspective, and he briefly showed the chancellor around the Capitol. **[That's it? For \$270,000??]**

A spokesman for the chancellor said Langdon produced no work to show to a reporter, and that his contract was arranged by **John J. O'Connor**, former Research Foundation president, **[and Vice chancellor and Secretary of the University]** who essentially ran SUNY before Zimpher arrived. O'Connor was one of Zimpher's top deputies until he left in 2011 after allegations that he

misused Research Foundation funds.

Langdon did not list SUNY or the foundation as a lobbying client with state regulators. He said he did not lobby, and reported to both Zimpher and O'Connor.

Zimpher has particularly focused on the services of consultants who could help her build a vision for the future.

For instance, she paid \$737,390 to Lipman, **Hearne Inc.** for "examination of the SUNY brand" in 2010 and 2011. Zimpher also used another branding consultant, Libby, **Perszyk Kathman Inc.**, to construct and design a "SUNY product banner." The firm, also known

as LPK, was paid \$357,000 during 2011 and 2012.

LPK is based in Cincinnati, and the chancellor used the same branding consultants when she was president of the University of Cincinnati for six years before coming to SUNY. Competitive bids were received, and a SUNY selection panel that did not include Zimpher chose them.

"Branding is critically important for the university's recruitment of expert faculty and students, national and international recognition and prestige, and overall marketing," said **Peter Taubkin**, a foundation spokesman. ◊

The article continues, describing the payments to several other outsourced organizations and individuals. You can read about them at <http://www.timesunion.com/local/article/SUNY-s-outside-advice-4950201.php> But planning and branding seem to very big.

## Family Leave/Work-Life Services What you need to know



### To support our members' efforts

to balance their family and work needs, UUP has compiled a guide that outlines options to address family leave needs and identifies programs and services that can assist professionals and academics as they attempt to balance work and family life. Our goal is to bring together "everything you need to know" to explore possibilities and identify services available to you as a UUP member.

The guide is not intended to address all circumstances or individual issues. It does, however, provide a comprehensive picture of possible options and benefits UUP members can access. Members are advised to seek additional information from their UUP chapter officers and/or campus Human Resources departments.

### UUP's Family Leave/Work-Life Services Guide covers the following general areas:

- Options for using leave accruals for birth, adoption, foster care, care of sick relatives and domestic partners, and elder care
- Possibilities for flexible work arrangements
- Options for addressing the "tenure clock" timeline (continuing and permanent appointment)
- New York State Work-Life Services programs
- Support services from New York State United Teachers

The updated guide can be found under Reports/Guides at

**www.uupinfo.org**



**United University Professions**  
The union that makes SUNY work  
President Frederick C. Kowal, Ph.D.

OVER



# Family Leave/Work-Life Services

## What you need to know



### United University Professions

President Frederick E. Kowal  
 Vice President for Professionals J. Philippe Abraham  
 Vice President for Academics Jamie F. Dangler  
 Secretary Eileen Landy  
 Treasurer Rowena J. Blackman-Stroud  
 Membership Development Officer Edison Bond Jr.

PO Box 15143  
 Albany, NY 12212-5143  
 518.640.6600  
 800.342.4206  
 fax: 518.640.6698

### UUP Working for You

UUP takes an active role in advocating for state employee programs that facilitate work/family balance, including the Employee Assistance Program, Dependent Care Advantage Account, Health Care Spending Account, onsite day care centers at SUNY campuses, NYS-Balance resource and referral service, NYS-Ride, and pre-retirement planning seminars.

UUP's ad-hoc Family Leave Committee compiled information for this guide. The committee has worked to advance possibilities for paid leaves for birth, adoption, elder care, and care of sick relatives and domestic partners.

- Work-Life Services are provided through UUP/NYS Joint Labor/Management Committee funding (<http://worklife.state.ny.us/index.html>).
- UUP is a member of the New York State Paid Family Leave Coalition (<http://www.timetocareny.org>).

UUP's Family Leave/Work-Life Services Guide can be found under Reports/Guides at

**[www.uupinfo.org](http://www.uupinfo.org)**

## UUP AWARDS SCHOLARSHIPS TO FOUR SUNY STUDENTS

United University Professions (UUP) has awarded its annual scholarships to four SUNY students. Funding for the scholarships comes from donations from active and retired members.

The union awarded UUP College Scholarships to four outstanding full-time undergraduate students enrolled at a SUNY state-operated campus. Applicants for the \$3,000 scholarship must have a minimum grade point average of 3.75. Students must also demonstrate personal and academic achievement as well as a strong record of community service and a dedication to labor unions.

The recipients of the 2013 UUP scholarships are:

- Max Fogel of Williamsville, N.Y., a junior at SUNY Potsdam majoring in business administration and communications with a grade point average of 3.82;
- Rebecca Lang of Delmar, N.Y., a junior at SUNY Binghamton majoring in actuarial mathematics and economics with a grade point average of 3.972;
- Emily Mandel of Hartsdale, N.Y., a junior at SUNY Geneseo majoring in special education and urban studies with a grade point average of 3.9; and
- Sarina Turbendian of Farmingdale, N.Y., a senior at SUNY Farmingdale majoring in professional communications and English with a grade point average of 3.88.

"These four exceptional SUNY undergraduates make us proud of the work we do," UUP President Frederick E. Kowal said. "They are focused, energetic, and committed to their studies and their communities. It is a pleasure to recognize their accomplishments with these scholarships."

UUP has awarded 82 college scholarships since the program began in 1988.

## Do We Know Our Professional Boundaries?

by Margaret Porciello, Newsletter Editor

**Danger**  
Do not cross  
the barrier

As many workers know, maintaining professional boundaries is important in creating a good working environment. Crossing these professional boundaries includes such actions as invasion of personal space, psychological transgressions, and offensive dialogue and/or coarse comments.

I suggest, however, that professional boundaries also include workplace responsibilities as well.

The University of California at San Francisco's Human Resources Office has an excellent series of "Articles for Better Health" (<http://ucsfhr.ucsf.edu/index.php/assist/cat/site/Articles%20for%20Better%20Health/>.) One of these articles is "*Setting Healthy Workplace Boundaries*." It states: "Boundaries are present whenever a person or department interfaces with another person or department. The definition of a boundary is the ability to know where you end and where another person begins."

The article further states: "When workplace boundaries are clearly defined, the organization works more efficiently because redundant work assignments are eliminated and task performance is accountable. When everyone in an organization is made aware who is responsible for what, healthier workplace environments are created".

Management must set and maintain such boundaries of responsibilities clearly. That means no one should be muttering, "I thought I was supposed to handle that; I've been doing it for years!" or "Since when does she do that? Who is this person? Now I can't do my job properly!"

Why is it Important to have these Professional Boundaries?

- To establish clear expectations and roles
- To provide effective services
- To foster trust and partnership

These goals require continuing consultation, transparency, and unambiguous communication. We cannot ignore them.◊



The Campaign for Higher Education, a national group of faculty leaders and higher ed unions, picks up the money trail investors and corporate leaders have followed to squeeze dollars from online higher education in a paper, "[The 'Promises' of Online Higher Education: Profits.](#)"

Eileen Landy, UUP's statewide secretary and a CFHE founding member, is quoted about the study in the latest issue of [U.S. News & World Report](#). "This is not about students, it's about profit," she said during an Oct. 9 conference call with reporters. "We can't blame businesspeople for taking care of their business. But we in higher education need to take care of ours."

Excerpted from UUP website—<http://uupinfo.org/communications/uupdate/1314/131011.php>

## A financial safety net for NYSUT members & their families

Long-term care insurance pays for services that aren't covered by Medicare or traditional health insurance but are important when you can't fully take care of yourself.

You may think it's unnecessary since you have no plans of ending up in a nursing home or requiring assistance for basic daily activities. The fact remains, though, that none of us can predict what's going to happen in the future.

This is where long-term care insurance comes into play – helping to pay the high cost of custodial care and other long-term care expenses that a long-term illness or injury can bring.

That's why the NYSUT Member Benefits Trust is excited to be back in the long-term care business with the endorsement of New York Long-Term Care Brokers.

**With this endorsed program, NYSUT members and their eligible family members have the opportunity to receive a 5% to 10% discount on various plans.**

With regional representatives throughout New York state and beyond, eligible individuals have access to long-term care insurance plans from multiple highly-rated insurance companies – including the New York State Partnership for Long-Term Care.

And with Americans living longer than ever today, the need for a financial safety net has never been greater. Through this endorsed program, eligible individuals can get a long-term care insurance plan designed with their specific needs in mind.



And don't automatically discount the cost of this type of insurance as it may be far more affordable than you may think.

If you or a loved one has been previously declined for long-term care insurance, you may still be insurable with a different company.

NYLTCB represents numerous long-term care insurance companies – all with different medical underwriting guidelines. Make sure to ask your long-term care insurance specialist for more details.

We encourage you to look into the cost of a long-term care plan tailored to your specific needs.

For more information about this endorsed offering, please contact **NYLTCB toll-free at 888-884-0077**. You can also contact Member Benefits with any questions at **800-626-8101** or visit **[memberbenefits.nysut.org](http://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.

Nov./Dec. '13





## FARMINGDALE CHAPTER

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Amy Stier



## Are You a Member?

Thomas P. DiNapoli New York State Comptroller		JOHN DOE		Total Gross		Fed Taxable Gross			
				Current YTD	3456.78	1234.56	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									
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
BEFORE TAX DEDUCTIONS				Current		YTD			
				AFTER TAX DEDUCTIONS				Current	YTD

### 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 O. Ayo**

Black Fac. Staff Assn. Task Force

Comm. of VPs for Professionals

**Kathryn C. Bond**

Grievance

**Douglas S. Cody**

Contingent Employment

Technology Issues

**Susan L. Conforti**

Finance

**Robert Elgart**

Membership

**Henry G. Ellis**

Contingent Employment \*

**James P. Friel**

Labor & Higher Education

**Staci Gardner**

EOC Concerns

Women's Rights & Concerns

**Vicki Janik**

Comm. Of VPs for Academics

Grievance

Task Force on Issues of Diversity \*\*

Women's Rights & Concerns \*\*

**Barbara T. Maertz**

Active Retired Membership \*

Finance

**Darleyne E. Mayers**

Affirmative Action\*\*

Black Fac. Staff Assn. Task Force

EOC Concerns \*\*/\*\*

Task Force on Issues of Diversity \*\*\*

**Deborah-Ann R. Nilsen**

Membership

**Michael S. Oil**

EOC Concerns

**Margaret Porciello**

Technology Issues\*\*

Women's Rights & Concerns

**Lou Scala**

EOP Concerns

Veteran Affairs

**Donna R. Scarello**

EOC Concerns

**Yolanda Segarra**

Comm. of Chapter Presidents

Task Force on Hostile Workplace

Technology Sector

**Mary J. Stedman**

Nursing Professions Work Grp

**Diane Yorg**

EOC Concerns

\* Elected

\*\* Committee Chair/Co-chairmanship

\*\*\* 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**