



# Unifier

UNITED UNIVERSITY PROFESSIONS



FARMINGDALE CHAPTER



October 2013



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## Create a Need and Meet It: Sales, Profit, and Public Education

by Vicki Janik, Vice President for Academics

You have probably read about Massive Open Online Courses—MOOCs--the canned courses sold by for-profit companies like Coursera and Udacity. These companies are founded by academics but funded by such organizations as Andreessen Horowitz (that's Marc Andreessen and Ben Horowitz) a \$2.5 billion venture capital firm.



Courses are usually offered free for the viewing and have been seen, but not completed, by millions. They are now being sold as for-credit courses—to SUNY and other institutions of higher education.

If you think MOOCs are harmless and a really clever opportunity for students seeking a college degree, read the story below of **Wireless Generation (aka Amplify), News Corp, and Joel Klein**. It tells the story of a large for-profit organization that discovered a new source of untold wealth—public funding of K-12 education, i.e., tax revenue. The world of K-12 is only a step away from us.

September 1, 2010

The New Jersey Department of Education reveals that **Wireless Generation**, a Brooklyn technology and consulting firm, was paid \$500,000 for composing an unsuccessful \$400 million grant proposal in the Race to the Top program. It was the highest bid. People are complaining and they want the money back (*New Jersey Spotlight*).

c. November 9, 2010

**Joel Klein**, the Chancellor of the New York City public schools, announces that he will leave his position. At the end of the year he will become an **Executive Vice-President at News Corp.** charged with "pursuing business opportunities in the education market place."

*continued on page 10*

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or use the A-Z list on the college website



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

## IMPORTANT Membership Meetings

- Oct. 24<sup>th</sup> — General Membership
- Nov. 21<sup>st</sup> — General Membership

# Professionals Corner

by Solomon Ayo, UUPF Vic President for Professionals

## Contract? Contract? Contract?

Many professionals, full-time and part-time, have expressed concerns about the terms of the new contract between UUP and the STATE OF NEW YORK. There have been questions about your rights and responsibilities, and how the changes might affect you and your job. Also, there have been questions about the furlough, salary increases, benefits, on call/recall, etc. Rest assured you are not alone in trying to understand everything. The UUP

Farmingdale Chapter has been working hard to get answers for you.

UUP has dedicated this year's annual Long Island Professional Conference's agenda to explain the details of the contract to you. This conference, on Saturday, November 2, 2013, will be lead by two Labor Relations Specialists. Also expected at the conference is Mr. Philippe Abraham, UUP Statewide VP for Professionals.

"The devil is in the details" - I urge all professionals to attend. This is a great opportunity for all professionals to understand and familiarize yourself with the terms within the new contract that you are bound by. It is also a great opportunity to ask questions about the contract.

Listed below are the details:



presents:

### A CONFERENCE for Long Island Professionals

SAVE THE DATE

**Who:** Long Island Professionals  
**What:** Conference topic  
 • Know your contract  
**Where:** Huntington Hilton Hotel  
 Route 110, Huntington, Long Island  
**When:** Saturday, Nov. 2 — 9 a.m. to 1 p.m.  
**Continental Breakfast, Lunch Provided**

The event  
is free.

**RSVP  
by Oct. 25**

Register online at  
<http://bit.ly/1SA6yv4>

### UUP is sponsoring a Defensive Driving Course

**WHEN:** Saturday October 19, 2013 ~ 10-4:30pm  
**COST:** \$27  
**DETAILS:** Please see Debbie Nilsen in Laffin Hall 218 with a \$3 deposit.

### Save the Date

UUPF October Social is on Tuesday, October 22 at Changing  
Times from 4:00-6:00 p.m.

# President's Message

This *Unifier* is filled with information about the contract, Seamless Transfer, upcoming events and many other things that are important for you to know. But here are some highlights and details you may not know:

## RAISES

The first, lump-sum, across-the-board, on-base raises should be reflected in your November 6th paycheck. Did you know that these raises are called "Power of SUNY awards"? Ironical considering it was the power of UUP that actually achieved them.

Administrators at some SUNY campuses (not Farmingdale) have blamed financial constraints on UUP raises, which are paid from campus budgets. Of course, they fail to mention that campuses KEEP Deficit Reduction (furlough) savings.

## DSA & DEFICIT REDUCTION

Farmingdale administrators have not yet settled on a mechanism for the distribution of discretionary salary awards to part-timers. DSA funds for full-timers and part-timers will be disseminated to campuses separately.

The plan for implementing the two furlough days required by the State is also to be determined. UUP acknowledges the difficulty of this unenviable task.

PLEASE WAIT for a formal directive from upper administration. Do not take it upon yourself to determine furlough days for you or your area.

## IDAP is BACK

The Individual Development Awards Program is a statewide professional development program that is negotiated with, and funded by the State, and administered by a local labor-management committee. Each campus receives a base allocation of \$5,000 plus a per capita allocation for each member of the bargaining unit. Awards generally range from \$250 to \$1,000. Details about this year's program are expected in the coming weeks.

## OPEN SUNY

By now you have probably heard and read varying perspectives about MOOCs and Seamless Transfer. My concern is that too much information can be as confusing and damaging as the lack of it. So let me be clear:

UUP IS NOT OPPOSED TO ONLINE LEARNING. In fact, it was UUP that insisted on the development of Best-Practices several years ago. MOOCs defy those best practices.

UUP IS NOT OPPOSED TO REMOVING OBSTACLES TO STUDENTS' ACADEMIC PROGRESS. Students may take longer than four years to graduate for a hundred different reasons. While SUNY's Seamless Transfer plan appears to address one issue – transfer credits, it actually creates myriad requirements for academic programs which threaten to strip academic control of curricula. That UUP is absolutely opposed to.

UUP IS NOT OPPOSED TO COST-SAVING MEASURES. The underlying connection between MOOCs and Seamless Transfer is not fiscal responsibility. It's the same as all of the



other "public/private" SUNY initiatives proposed since PHEEIA.

The infiltration by private entities into public-sector agencies nationwide didn't stop at the State border. New York State is not open for business. It's **on the market**; open and exposed to the profiteering that has infected our nation. This train must be stopped before it derails. Every taxpayer reading this should pick up a wrench and help UUP gum up the works!

In Solidarity,  
*Yolanda Segarra*

## HISTORICAL REVIEW:

How ironic that under Papa Mario two decades ago Farmingdale's progress with baccalaureate degree programs was hindered by SUNY mandates to "minimize redundancy." We weren't allowed to propose programs that even sounded like other SUNY programs in their title! Now Nancy insists on "seamlessness," SUNY fast-track; triage admissions; get'm out in three! What is this, golf? When did the goal become to graduate under par?♦

# "A Civil Tongue"

by Casey Bond, Professional Grievance Chair

## "Blurred Lines"

Sometimes it pays to think outside the box, to draw to that inside straight, take a walk on the wild side of the road less travelled and, when the need arises, to take that proverbial leap of faith.

But in the workplace, if you're like me, you're far more likely to stay within the lines with your Crayolas, to play those cards close to the vest and rarely venture anything more than a walk on the *mild* side on the green, green grass of home. On those rare occasions when a leap is even contemplated, it is in the hypothetical and you best believe it's properly antecedent with the proverbial "look."

Being careful, cautious and non-confrontational is a very good way to keep your cool, your perspective and your job. A perusal of past Unifiers will reveal countless articles encouraging our union brothers and sisters

to resolve conflicts by collecting evidence and acting logically. "Think with your head, not your heart," says the unflappable Voice of Reason.

But what are we to do when a situation arises at work that is so heinous that it can't help but engage our emotions? How do you keep calm and carry on in the face of bullying? How do you tell your heart not to break when a treasured colleague is treated with disrespect? How do you control the feelings of righteous indignation when good people are systematically treated badly? How do you know when enough is truly enough, and it's time for you to confront the bullies and draw the proverbial line in the sand?

There's no easy answer.

Some behaviors are clearly prohibited and deemed unacceptable by the college, such as discrimination based on race, color, national origin, religion, age, sex, sexual orientation, gender identity, disability, veteran status or

marital status. A person so discriminated against can count on due process, with the full weight of the law and its many protections.

But where is the protection for those being systematically harassed outside of the parameters listed above? How do we draw the line when the lines are blurred?

Some of us think the answer might be to carefully, cautiously and non-confrontationally join the grassroots movement advocating for the passage of a NYS Workplace Civility Act.

How do we draw the line when the lines are blurred? We draw a bigger, better, *clearer* line.

In Solidarity,  
Casey Bond  
Please contact "A Civil Tongue" at [uupfarmingdale@gmail.com](mailto:uupfarmingdale@gmail.com). All correspondence held in strictest confidence.♦

**Freedom From Workplace Bullies Week**  
**October 20-26, 2013**



**Campus Equity Week**  
**October 28 – November 2, 2013**

Campus Equity Week (CEW) is a week of education and activism that draws attention to the working conditions of faculty working on temporary, low-paid contracts, who now constitute the majority of college instructors.

See the statistics and chart on the bottom of page 7 for information on FT to PT ratios for some units represented by UUP

## RIGHTS AND GUIDELINES IN CASES OF EMPLOYEE DISCIPLINE; OR WHAT TO DO WHEN THEY COME FOR YOU

Members of our bargaining unit need to be aware of their due process rights in cases involving possible disciplinary action. In any given year, there may arise allegations of misconduct or discriminatory acts on the part of employees which management decides to investigate. As a result of such investigations, some of our members may face disciplinary charges brought by FSC management. Individuals facing an investigation often feel terribly alone and vulnerable. Sometimes they may feel pressured to accept an informal sanction, such as a counseling memo, or a formal disciplinary sanction (e.g., a reprimand, fine, or suspension), in order to avoid the prospect of termination, or a continued adversarial relationship with their supervisor. An individual may even feel pressured to resign, rather than face formal disciplinary charges.

Your UUP Chapter Officers want everyone in the bargaining unit to be aware of the assistance and representation we always stand ready to provide. We want to ensure that each unit member's due process rights are respected by management. No one should feel isolated and defenseless when confronted with possible disciplinary action. In reference to the last point, it is important to note:

the issue of guilt or innocence is immaterial to our legal and contractual duty to provide representation and to safeguard due process. Sometimes one hears people say, in outraged tones, "... and the Union is supporting so and so." Please remember that the Union represents all the "so and so's" in the unit, both collectively and individually. Whatever members may think about the propriety of a management action regarding an individual, UUP's mandate to represent and assure due process remains unchanged.

The UUP contract clause concerning representation in disciplinary proceedings is found in Article 19.8, entitled "Representation." In pertinent part, Article 19.8 states that:

*An employee shall be provided the opportunity to have representation at an interrogation if at the time such interrogation is commenced it is contemplated by management that such employee will be served with a Notice of Discipline.... The employee shall be provided with notification of such opportunity prior to the commencement of such interrogation. In the event the interrogation were to be conducted without having provided the employee with such notification, any statements or admissions*



*made by the employee during such an interrogation may not be subsequently used in a disciplinary proceeding against that employee. If representation is requested by the employee, and such representation is not available within six hours' time following such request, the State may proceed with the interrogation and there shall be no limitation on the use of statements or admissions made by the employee.*

Whenever you are summoned to what you believe may be an investigative meeting with a Chair, supervisor, Dean, administrator, or the campus Equity and Diversity officer, and you suspect that the meeting may result in disciplinary action, you should contact UUP immediately. You should at least consult with us before going to any such meeting. Call your Grievance Chairperson or call the UUP Farmingdale Chapter Office. The relevant number is listed below. The Union will make every effort to ensure that you are afforded your

*continued on page 8*



# COARM Meeting at Farmingdale

The fall meeting of UUP retirees from Farmingdale, Old Westbury and Stony Brook is being held back on the campus at Farmingdale, in the new Campus Center Building, on Wednesday, October 23, 2013 at 11AM.

Retirees will see the new building as well as the ballroom area in it . The parking for this building is much closer than the parking for Knapp Hall, and it is close to Gleeson, Thompson and Whitman Halls where many of our members worked.

COARM (Committee of Active Retirees) sponsors this brunch meeting which will feature a dance rhythms presentation by Casey Bond, an EOC professional member at Farmingdale.



In addition to her state job, Casey has developed a wonderful skill at playing the drums for belly dancers and other presentations of Middle Eastern Dance music. If you wonder what an Irish girl is doing with this music, come and see how terrific she performs. It has been rumored that one of her dancers will demonstrate the art of the dance for us as well.

Walter Apple, the Statewide Retiree Coordinator, will present the latest information on the benefits changes that have occurred since last year, as well as the discount programs that NYSUT has endorsed for its members. Yolanda Pauze will discuss the new UUP Outreach program plans for advocating for SUNY and how retirees can help with meeting their legislators.

Do you know that your beneficiaries are entitled to \$3000.00 from the state? Did you know that you must be retired from state service to use the 200 sick day benefit? Do you know the difference between "observation status" and "admission status" and what effect that will have on your Medicare coverage? Come to the brunch meeting and Barbara Maertz will help you find out the answers. ♦

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## Pre-Retirement Meeting Scheduled



Come one and all who are considering retirement in the next few years. UUPF is again hosting a pre-retirement seminar on Tuesday, October 22 in Ward Hall Great Room at 3:00 PM to 4:00 PM . UUP Retirement Coordinator, Walter Apple, will present information on benefits that are available to all UUP retirees who maintain their membership when they retire. These include NYSUT and AFT benefits as well as UUP Dental, Vision and other benefits. Walter will bring information packets for all those who attend.

Barbara Maertz will explain the membership benefits of COARM ( Committee of Active Retired Members), and a group of former colleagues will relate their stories of going through the process. Hopefully, a member of Human Resources will be present to explain the Farmingdale part of the process.

We know how anxious the decisions can become and how big the retirement packets look when you first see them. Do not be intimidated; there is pleasure, fulfillment, financial security and comfort in retirement.

Please RSVP to Debby Amato at the union office 631-694-8873 or by e-mail to [uupfdamato@aol.com](mailto:uupfdamato@aol.com). We need to have a number to have sufficient packets available.♦

**Updated Oct. 1, 2013**

## Contract pay dates announced

2013 implementation of the compensation items in UUP's contract will proceed as follows:

### On-Base Salary Increase

Pay date: **Nov. 6, 2013**: \$500 on base, pro-rated for part-time employees, retro to July 1 or Sept. 1.

*This raise goes to all UUP members on payroll as of June 30, 2013; employees whose employment expired prior to July 2013 will also receive this increase if reemployed and on payroll on effective date and at time of payment.*

### Discretionary Salary Awards (not on base)

Pay Date: **Dec. 4, 2013 or Dec. 18, 2013** (campus choice)

*Chapters will receive total DSA allocations, including specific amounts that must be distributed to part-time employees.*

### Service Awards

Pay Date: **Nov. 20, 2013**

Full-Time Employees: One-time \$500 payment added to base annual salary at:

- Continuing appointment (tenure for academics)
- Permanent appointment (permanency for professionals)
- Second five-year term appointment for Appendix A professionals

*Those who attained these milestones between July 1, 2011, and Dec. 31, 2012, will receive the increase*

*retroactive to Jan. 1, 2013. Anyone who attained these milestones after Jan. 1, 2013, will receive this increase as of the date the milestone was attained. Employees in the above three categories who reached these career milestones before July 1, 2011, received a \$500 on-base salary increase under the 2003-2007 or the 2007-2011 contracts.*

A one-time \$500 payment added to base salary upon completion of seven years in:

- Appendix C Fundraising, Lecturer, and Appendix B-4 Division III athletic titles.

Retro to Jan. 1, 2013, for those who completed seven years prior to 1/1/13; retro to date the seven years was reached for those who reached it after 1/1/13.

### Part-Time Employees

A \$500 lump-sum bonus payment (not added to base salary) for those who reached eight years of service since July 1, 2011.

*Part-time employees who reached eight years before 7/1/11 received \$500 under the last contract. Award recurs every eight years of consecutive service.*

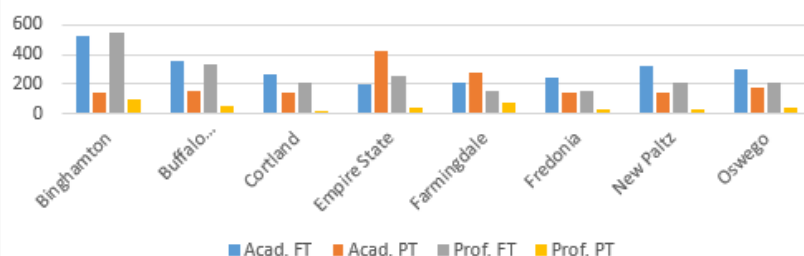
All other provisions of UUP's 2011-2016 contract are in effect. An updated Contract Q & A that covers all items will be posted on the UUP website next week. Please watch for further announcements.

If you have questions, email UUP at [contract@uupmail.org](mailto:contract@uupmail.org)

### United University Professions

Chapter	Acad. FT	Acad. PT	Prof. FT	Prof. PT
Binghamton	523	138	550	93
Buffalo State	359	149	332	47
Cortland	263	144	211	22
Empire State	195	421	249	36
Farmingdale	206	272	154	77
Fredonia	242	136	148	32
New Paltz	322	145	207	27
Oswego	298	179	207	41

Ratio of Full-time to Part-time in UUP Bargaining Unit



*continued from page 5*

due process rights, and provide you with representation at the investigative meeting. To the extent that her schedule permits, our Labor Relations Specialist, Lynda Larson, may represent you at the meeting. If she is unavailable, we will do everything that we can to either reschedule the meeting, or provide another UUP Chapter representative to accompany you to the meeting.

In the event that you are summoned to a meeting, and do not realize that you are the subject of

an investigation until you appear for the meeting, do not allow yourself to be pressured into proceeding without Union representation. You should request that the meeting be halted until you can obtain Union representation.

Please remember, we cannot help you if we do not know what is going on. And we only find this out when we are told by you, the affected employee. The College has no mechanism which automatically informs the Union of possible disciplinary investigations. It is

therefore imperative that you contact us as soon as you suspect you may be the subject of an investigation.

UUP Chapter Office: 631-694-UUPF (8873)

**EDITOR'S NOTE:** The above article was written by Steve Pendleton of the Buffalo State UUP Chapter and was reprinted, with minor modifications for local contacts, with his permission.◊

## On-call/Recall: Just the Facts



**United  
University  
Professions**

10/13

### What is On-call?

There are two essential elements to the definition of on-call:

1. The employee's movement/geographic location is restricted.
2. The employee remains available for immediate recall and is prepared to return to duty within a reasonable amount of time.

Employees who are officially "on-call" are **required to be available** to return to work within a reasonable period of time after completing the professional obligation and leaving the workstation. Unless an employee is officially on-call and **must respond and return to work**, the carrying of a pager, cell phone, palm

pilot, or any other communication device does not fit the definition. Carrying any of these devices during the normal professional obligation also does not fit the definition.

According to the UUP contract, campus administrations can designate positions to be eligible for on-call. If a position is eligible to be on-call, UUP members in those positions must be notified that they are on call. The contract requires that employees be given 30 days notice if they are put on-call by their campus administration.

**On-call Pay:** Employees who are officially on call receive \$4.35 per hour for each hour they are on call.

### What is Recall?

Recall occurs when an employee is called back to work, and returns to work, after having left the workstation. There are two possible scenarios for recall.

1. Employees who are officially on-call are automatically eligible for recall pay and must return to work if called by their supervisors.
2. Campus administrations can designate positions that are not eligible for on-call to be eligible for recall. If an employee is not officially

on call, but is designated as eligible for recall and is directed to return to work, they should receive recall compensation. Employees who are eligible for recall, but not officially designated as being on-call, have no obligation to answer a supervisor's call.

**Recall Pay:** Employees who are designated as eligible for recall and return to work when recalled by a supervisor receive a minimum of ½ day's pay at a rate of time and a half.

To see UUP's new contract information on Oncall/Recall see the entire flier at:  
<http://uupinfo.org/negotiations/pdf/OncallRecallTrifold4Web.pdf>





## Seamless Transfer/Core Curriculum: Impact on Public Higher Education

### What is Seamless Transfer?

Seamless Transfer is SUNY's plan to facilitate student transfer from SUNY campuses that offer A.A. and A.S. degrees to SUNY baccalaureate programs by mandating a university-wide General Education program. The Seamless Transfer process has restrained faculty oversight of curriculum. It has developed in the context of a narrow focus on more rapid degree completion, without acknowledging the full set of factors that affect student completion patterns. It is connected to a broader agenda to streamline, increasingly privatize, and drain substantive content from public higher education programs.

### What are some of the primary components of Seamless Transfer?

- Standardized acceptance of GE courses across SUNY community colleges and state-operated campuses
- 64-credit limit on associate degrees; 126-credit limit on bachelor's degrees
- Course availability for transferred students within a prescribed timeline
- Majors declared by students after 30 credits in two-year programs; after 60 credits in four-year programs
- Submission of required program changes by campuses before Dec. 1, 2014



UNITED UNIVERSITY PROFESSIONS | PRESIDENT FREDERICK E. KOWAL, Ph.D.  
518.640.6600 | FAX: 518.640.6698 | [WWW.UUPINFO.ORG](http://WWW.UUPINFO.ORG)

For more information, please see the fact sheet at:  
<http://uupinfo.org/reports/guides/SeamlessTransfer913.pdf>

*continued from page 1*

November 23, 2010

*The New York Times* reports that the education division of **News Corp** is buying 90% of **Wireless Generation** for \$360 million in cash.

**Wireless Generation** has a \$7.5 million dollar contract, expiring in May, 2011, with the **New York City Public Schools** and has received \$1.1 million since January 2010, to add “a numbers-based system to evaluate and rank schools and to improve teaching.”

**Natalie Ravitch, a spokesperson for the Department of Education**, says Chancellor Klein had recused himself from this deal.

Most of 2011

[Time out for phone hacking in London]

January 31, 2012

The *Los Angeles Times* reports that **Natalie Ravitz**, [now] Director of Communication for NYC Department of Education, is being hired by Rupert Murdoch at **News Corp.** as **Chief of Staff**. He says that she will “prioritize my commitments to align with key News Corp. initiatives.”

Most of 2012

**Rupert Murdoch and Joel Klein** “speak at various events about **the failures of the current education system** and the promises of technology to fix things” (Watters, July 24, 2012).

July 24, 2012

**News Corp** unveils a new brand name for **Wireless Generation: Amplify**, the newly formed education division of News Corp. “**We’re now Amplify.**”

**Joel Klein** is the CEO of **Amplify**.

March 6, 2013

**Joel Klein says that school systems need a tablet device** but NOT like the well-known consumer models such as the iPad. He says that schools need “a tablet designed specifically for the education space.” They need the **Amplify Tablet**: preloaded with educational content and software and a user interface customized for the needs of teachers and students.

Cost: Wi-Fi version: **\$299 plus \$98 per year** for content and services subscription

Bundled with access to AT&T’s 4G LTE data service: **\$349 plus \$179 per year**

Both are sold seeking two-year contracts (David F. Carr, *News*).

August 8, 2013

Interview with Joel Klein in *The Journal*:

Are you recommending a **1-to-1 model** to schools, where every student has their own tablet?

**Joel Klein: Yes.....One-to-one is more personalized....If you want a more impactful experience, you go with 1-to-1. We have students use this from home and participate when they are sick. Teachers have also dialed in and taught from home....I think the printed book should be given a respectful burial.**

September 15, 2013

Advertisement: “**The Amplify tablet** helps make personalization possible. It provides immediate feedback to the student and to the teacher, who can then make timely decisions about working with individuals and groups.

Conclusion:  $(\$299 \times \text{every child}) + (\$98/\text{year} \times \text{every child}) = \text{a great deal of money. } \diamond$

# Del Janik

by Lou Scala,

It was with great sadness that we learned of the passing of Dr. Del Janik, husband of UUPF Vice President of Academics, Dr. Vicki Janik, on June 22, 2013.

Del served with distinction at SUNY Cortland as Chair of the English Department and at Farmingdale State College as a faculty member in the Professional Communications Department.

Del was also a leader in our local chapter, having served as a delegate, various statewide committees, and the UUPF Executive Board.

The Del I. Janik Award for Excellence in Student Writing at Farmingdale State College has been established in his memory.

Lastly, at the recent UUP Delegate Assembly a Special Resolution honoring Del was passed with acclamation.

## **SPECIAL ORDER OF BUSINESS** **Resolution in Memory of Del Janik**

**Whereas**, Del Janik passed away on June 22, 2013; and

**Whereas**, after graduating Phi Beta Kappa from Northwestern and earning a Ph.D. there as well, Del was a lifelong advocate for both labor and higher education; and

**Whereas**, Del authored several books, and published nearly two dozen articles and essays in professional journals; and

**Whereas**, Del was an English professor at Cortland for 35 years, serving as Chair of the English Department for 12 of those years, as well as receiving a Fulbright fellowship to teach in London; and

**Whereas**, Del retired and moved to Stony Brook, and then served as an adjunct professor for 6 years at Farmingdale; and

**Whereas**, throughout his long and rewarding career, Del was active in UUP serving as the Grievance Chair of the Cortland Chapter and as the President of that Chapter; and

**Whereas**, Del was active in several statewide committees, including Grievance and Solidarity; and

**Whereas**, Del continued his service as an Academic Delegate, first from the Cortland Chapter and after his retirement, from the Farmingdale Chapter; and

**Whereas**, the Farmingdale Chapter of UUP honored Del by establishing the *Del I. Janik Award for Excellence in Student Writing* in his memory; therefore be it

**Resolved**, that UUP honors the life and contributions of Del Janik and that we convey this sentiment to his wife, Vicki, his six children and stepchildren, and his seven grandchildren.

**EDITORIAL NOTE:** An "Excellence in Writing Scholarship" will be available for full and part-time students in the spring. Anyone interested in contributing to this scholarship should send checks to H. Sikorski.



## FARMINGDALE CHAPTER

### EXECUTIVE BOARD

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Newsletter Editor

**Lou Scala**

Area Reps Co-Coordinator  
Academic Grievance  
Academic Grievance

**Russell Tuthill**

Retiree Concerns

#### DELEGATES:

**Academic**

Douglas Cody

Robert Elgart

Vicki Janik

John Masserwick

Richard Pollard

Margaret Porciello

Robert Reganse

Fayez Samuel

Louis Scala

Michael Smiles

Elena Erritta

**Professional**

Solomon Ayo

Theresa Dember-Neal

Lawrence Lopez

Barbara Maertz

Darlene Mayers

Amey Stier



## Are You a Member?

Thomas P. DiNapoli New York State Comptroller				JOHN DOE		Total Gross		Fed Taxable Gross	
Current		YTD		Current		YTD			
3456.78		45,678.90		1234.56		34,567.89			
Advice # 123456789		Pay Start Date 07/12/2009		07/13/2009 07/27/009		Net Pay 1,234.56			
Advice Date		Pay End Date							
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		Marital Status		4	
Location Pay		96.78		678.90		Allowances		2	
						Adm. Amnt.		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		Current		YTD			
Regular Before Tax Health		456.78		1,234.56		UUP Member 26P		34.56	
Supplemental Ret. Annually Prog.		678.90		5,678.90				456.78	
TIAA Retirement Before Tax		56.78		1,234.56					

### 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**