



Unifier

UNITED UNIVERSITY PROFESSIONS



FARMINGDALE CHAPTER



September 2013



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Governor signs UUP pay bill: Contract implementation to proceed

Gov. Andrew Cuomo signed UUP's contract pay bill Sept. 6, paving the way for full implementation of all provisions in the new contract.

Now that the pay bill is signed, SUNY will proceed with an implementation memo that gives direction and clarification to campus administrations. UUP has been informed that SUNY System Administration has a meeting scheduled for early October with campus human resources personnel to discuss contract details.

UUP will announce specific implementation dates for each contract item once they have been set. Monetary items that can now be implemented include the following:

- 2013 \$500 on-base salary increase for all UUP members, pro-rated for part-time employees.
- On-base \$500 Service Awards for permanent appointment and continuing appointment (tenure) or a second five-year term appointment for professionals in Appendix A titles, from 2011 forward.
- On-base \$500 Service Awards for members who have reached seven years of service in full-time lecturer, Appendix B-4 Division III athletics, and Appendix C fund-raising titles (to continue going forward).
- \$500 not-on-base Service Award for part-time employees who reached eight years of service from 2011 forward.
- Discretionary Salary Awards for full-time and part-time members that must be distributed by December 2013.
- UUP grant programs, such as Individual Development Awards and other programs.

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

IMPORTANT Membership Meetings

- Sept. 19th — General Membership
- Oct. 24th — General Membership
- Nov. 7th — General Membership

Professionals Corner

by Solomon Ayo, UUPF Vic President for Professionals

Welcome back everyone. Over the past year, many professionals' concerns were resolved. UUPF is always working to represent your needs.

There were some professionals whose performance program (PProg) was interfered with by someone not in their chain of command. The fact is, the development of **your** Performance Program is strictly between you and your immediate supervisor. The signed PProg goes directly to the Human Resources (HR) office. No one else is entitled to a copy. There should be no third party involved in developing your performance program.

New professional employees should have a PProg within 45 days. If you have any questions on this issue, please let me know.

Appointment letter

Also, new professional employees should receive their Appointment

letters within 45 days.

According to Article 30 of the state contract:

a. All employees shall, upon appointment, receive a notice of appointment or reappointment containing the following information:

- 1. Academic or professional rank, if applicable, and official State title;*
- 2. Type of appointment, i.e., Term, Continuing, Permanent or Temporary;*
- 3. Duration of appointment if a term, or expected duration if a temporary appointment;*
- 4. Basic annual salary, if appropriate, or rate of compensation; and*
- 5. Effective date of appointment.*

b. In addition, part-time employees shall receive an appointment letter which includes the following information on required assignments if applicable:

- 1. Teaching;*

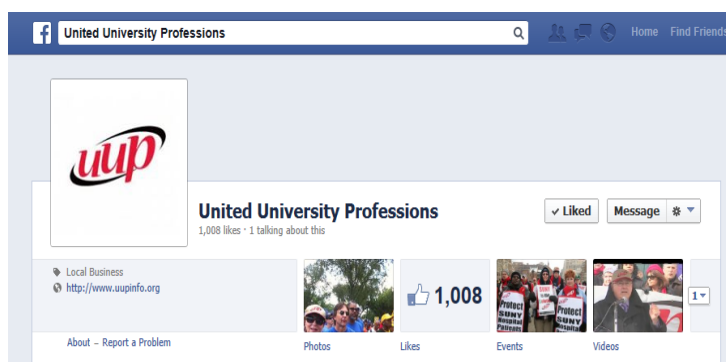
- 2. Advisement and/or governance; and*
- 3. Research and/or community service.*

c. In addition, part-time employees shall receive an appointment letter which identifies the benefits for which they are eligible:

- 1. Health;*
- 2. Leave; and*
- 3. Other (specify)*

UUPF is still working with HR to streamline the hiring process for part-time professionals. The hope is to have a system that is similar to that of full-time professionals. I will keep you posted as things develop. In the meantime, please contact me if you have questions.

In Solidarity,
Solomon Ayo



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President's Message

SIGNED AT LAST!

FINALLY the UUP Pay Bill is signed by Governor Cuomo! Finally members can begin to receive some of the perks to balance some of the pain. Insurance premium increases hit a month ago, but we've yet to receive any of the pay increases that would have helped ease the burden. But they will be retroactive, so please hang on a little longer.

All I ask is that you give both UUPF and the campus Human Resources Office time to receive and absorb the details of implementation, which I can assure you, will become available very slowly – but hopefully accurately. Please read the "Pay Bill" article on page 1 for details.

PLUSES

There are several non-monetary gains for members in this new contract. One is firming up mechanisms for On Call / Recall benefits for professionals, and expanding the list of qualified titles. For example, a professional who comes back to work when asked to do so will be entitled to Recall pay even if s/he is not on the specified list of qualified On-Call titles. UUPF will be reaching out to members for feedback regarding specific term and conditions of employment in order to help determine positions and scenarios in which On-Call / Recall may apply.

MINUSES

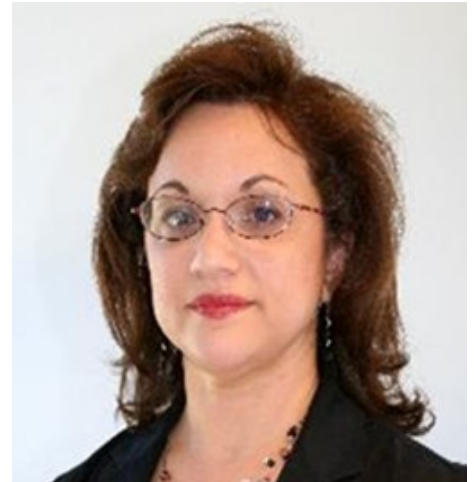
Details regarding how furlough days will be charged are as yet unknown. While there are many theories in the rumor mill, none are based on reality. Stay tuned for details on furlough days as they develop.

DISCRETIONARY

DSI is now DSA – Discretionary Salary Awards, not on base. This was negotiated by the State, not by UUP. Also, for the entirety of this contract, DSA is to be distributed on a per-capita basis among part-timers and full-timers. In Farmingdale, where part-timers out-number full-timers among academics, the distribution list should be interesting.

BEYOND the CONTRACT is an issue that will likely consume much of UUP's time in coming months. That is the Seamless Transfer Requirements being implemented throughout SUNY. UUP Statewide VP for Academics explains:

"Seamless Transfer embodies SUNY's efforts to increasingly standardize curriculum for General Education courses across campuses. It is one aspect of the broader Open SUNY/on-line education initiatives SUNY is pursuing at record speed. Our concerns about SUNY's plans revolve around the quality of education at our campuses, faculty



direction of curriculum, workload increases for Professionals, and privatization of academic and professional work."

Campus presidents were sent implementation memos on June 13th. Those who are active in relevant governance committees may have been apprised of *parts* of the overall plan, which may initially appear to be harmless. However, there may be significant threats to terms and conditions of employment that UUP intends to investigate. I ask that members remain cognizant of this, and refrain from taking an active role in activities which may negatively impact other members.

UUP Statewide President Fred Kowal will be the guest speaker at our November 21st General Membership meeting. I trust that by then you will all fully appreciate the issues and come prepared with ques-

In Solidarity,

Yolanda Pauze

Academics Corner

An updated **Guide for Academics at SUNY** and **Part-Time Fact Sheet** have been posted under the **For Academics** link on the UUP home page (top right hand side of home page: www.uupinfo.org). The updates incorporate new contract provisions.

Please discard any old copies of

these documents that you may have in your chapter offices. You can order printed copies of the new **Guide for Academics** by emailing George Brooks, UUP's Mailing Services Coordinator, at gbrooks@uupmail.org.

The **Part-Time Fact Sheet** can be easily downloaded and copied at

your chapter offices. However, if you need assistance with large batches, please let me know. Officers for Contingents will be notified that the new Part-Time Fact Sheet is available.

Jamie Dangler
UUP Vice President for Academics

"A Civil Tongue"

by Casey Bond, Professional Grievance Chair

Rumor Has It!

Ok, how many times have we started a conversation with that phrase? There's something so irresistible about being "in the loop" and "in the know" that it's almost impossible not to share a juicy bit of gossip. Hey, what's the harm?

Hmmm....I guess there's none when the tidbit is upbeat and positive. ("Psst...rumor has it that George Clooney has finally ditched the old girlfriend and is now available to ask a certain UUPF Professional Grievance Chair to be his Plus 1 at the Oscars!") No harm there!

But at the office, there's a lot of harm in the air when the rumors start to fly:

"Psst...rumor has it that Mr. X is related to the Dean...maybe that's how he got that job!"

"Psst...rumor has it that the Basketweaving Department is being disbanded in May 2014."

"Psst...rumor has it 'Diplomas R Us' is where the new Department Chair got his doctorate."

And on and on the rumors keep coming!

So as we start the new academic year, I suggest we all take a deep breath and remember to stop and think before we say the phrase "rumor has it" in the workplace. Remember, Gossip Girls and Guys, what follows next is, more often than not, of questionable veracity.

Except, of course, the George Clooney rumor, which is totally true. Trust me! ♦



NOTE: The following information from Walter Apple was provided to Solomon Ayo who contacted UUP because of questions from UUP Farmingdale members:

SPOUSAL DEATH AND ACCRUED SICK DAYS

If the UUP member passes away while they are still active, then unfortunately the sick leave days built up are not applied towards the surviving spouse's coverage.

If the UUP member is retired, then the sick leave credit can be applied towards the surviving spouse's medical coverage **IF** the retiree elected the 'dual annuitant' option at the time of retirement.

The dual annuitant option is selected with the HR representative and must be made prior to or at the time of retirement (cannot be selected after retirement).

The dual annuitant option allows the member to use 70% of their sick leave credit towards the cost of their health coverage and if they pass away before their spouse, then the 70% sick leave credit will carry on to the surviving spouses health coverage.

If the member elects to **NOT** use the dual annuitant option, then they will have 100% of their sick leave credit applied to the health coverage. However, if they pass away before their spouse, then there would be no credit applied toward the surviving spouse's health coverage.

Walter Apple
UUP -Retiree Coordinator

SUNY union leader says no to MOOCs

Says contractors 'all flash, dash' for free, massive online courses

By **Jeremiah Horrigan** Times Herald-Record Published: 09/12/13

MIDDLETOWN — The new president of the statewide union representing SUNY New Paltz teachers has said no to credit-bearing or privately operated MOOCs.

MOOCs, or massive open online courses, are an increasingly popular distance learning tool that allows thousands of people to participate in a single classroom course. SUNY Chancellor Nancy Zimpher and the SUNY board of trustees have endorsed MOOCs as a way to graduate students more quickly and in the process save tuition money as part of new campaign called "Open SUNY."

But Frederick Kowal, the new president of the 35,000-member United University Professions, said during a wide-ranging discussion with members of the Times Herald-Record's editorial board Wednesday that MOOCs are not the panacea some educators are calling them.

[Full story \(paid subscription required to read the full article\)](#)

HEALTH INSURANCE PREMIUM

UUP's new health insurance premium costs are reflected in our 8/28/13 paychecks. The following explanation from the Department of Civil Service clarifies the timing of this increase.

Health insurance premiums are taken from the paycheck immediately preceding the start of the coverage period. That is contributions are paid in advance (pretty much like all insurance, premium is due before coverage starts). Paychecks compensate employees for work already performed. So, while the paycheck dated 8/28/13 provides compensation for work done during the period 8/1 to 8-14, the health insurance premium contribution taken from that check is for the bi-weekly coverage period beginning 8/29/13.

The new payment amounts (noted below) were presented in a June, 2013 mailing from the Department of Civil Service to all UUP members. They are also presented in the Contract Q&A posted on the UUP website at www.uupinfo.org.

Questions about individual circumstances related to health benefits should be directed to campus Human Resources Offices. Members can also direct questions to UUP at contract@uupmail.org or by calling 1-800-342-4206.

New Empire Plan payments in effect for September 2013 to December 2014 incorporates premium share increase back to Jan. 1, 2013

Employees who earn less than \$40,137:

Individual Plan current biweekly payments (10% share): \$28.47
Individual Plan new biweekly payments (12% share): **\$36.43**
\$2.76 of the new payment covers the increase back to Jan. 1, 2013
Increase per biweekly pay period: \$7.96
Family Plan current biweekly payments (25% share): \$128.96
Family Plan new biweekly payments (27% share): **\$147.34**
\$6.67 of the new payment covers the increase back to Jan. 1, 2013
Increase per biweekly pay period: \$18.38

Employees who earn \$40,137 or more:

Individual Plan current biweekly payments (10% share): \$28.47
Individual Plan new biweekly payments (16% share): **\$53.19**
\$8.30 of the new payment covers the increase back to Jan. 1, 2013
Increase per biweekly pay period: \$24.72
Family Plan current biweekly payments (25% share): \$128.96
Family Plan new biweekly payments (31% share): **\$187.76**
\$20.01 of the new payment covers the increase back to Jan. 1, 2013
Increase per biweekly pay period: \$58.80

Hopefully this will help answer questions our members have about some of the changes reflected in their paychecks. The entire membership will receive a letter in the mail from me regarding the impacts of our new contract to help them understand the complexity of our new collective bargaining agreement.

In Solidarity,
Fred

The benefits of an *online* bank

Have you heard of online banks? These are banking institutions that do not utilize actual “brick and mortar” branches; instead, they offer banking services that are predominantly done online.

So why consider using one of these types of banks? Online banks are often able to offer superior rates and incentives since they don’t have physical locations -- thereby passing these savings along to their customers.

Many people decide to utilize online banks in conjunction with their current traditional bank to secure higher rates for supplemental accounts, such as term-based certificates of deposits (CDs), savings accounts or IRAs.

The Member Benefits Corporation endorses the GE Capital Retail Bank Deposit Program, which is an online banking service that allows NYSUT members and their families to take advantage of some of today’s most competitive interest rates.



GE Capital Retail Bank

*4 reasons to use the
GE Capital Retail Bank Deposit Program:*

1. Earn preferred interest rates on Money Market Accounts, High-Yield Savings Accounts, CDs, and IRAs.
2. Access your money and account information 24/7 by phone or online.
3. Grow your funds, finance a vacation, save for retirement, and much more!
4. All GE Capital Retail Bank Deposit Program customers receive free identity theft resolution services.

Learn how the GE Capital Retail Bank Deposit Program can help you save by calling toll-free 866-226-5638 or visiting gecrbatwork.com (enter “NYSUT” in the company or association name box).

Financial expertise customized for your situation



Looking to learn how to properly invest your assets to build a college savings or retirement fund; what to look for when purchasing or financing a home; or maybe tips for getting your credit under control?

The NYSUT Member Benefits Corporation-endorsed Financial Counseling Program – provided by Stacey Braun Associates, Inc. – offers unbiased, objective advice customized to your specific financial situation.

The program offers:

- Up to six hours of objective toll-free telephone consultations with a certified financial planner or registered investment advisor.
- In-person consultations at least once per calendar year at your NYSUT Regional Office or Stacey Braun’s New York City office
- Access to Stacey Braun’s password-protected website and a 24-hour email helpdesk for basic financial questions.
- NYSUT members can purchase the Financial Counseling Program for an annual fee of \$260; a 403(b) Limited Plan is available for an annual fee of \$185.

For more information, call **800-626-8101** or visit **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.



FARMINGDALE CHAPTER

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Membership Development

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Newsletter Editor

Lou Scala

Area Reps Co-Coordinator

Academic Grievance



Are You a Member?

Thomas P. DiNapoli New York State Comptroller		JOHN DOE		Total Gross		Fed Taxable Gross	
				Current YTD	3456.78 45,678.90	Fed Taxable Gross 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	
				Medicare		45,678.90	
				Social Security		3,456.78	
				NY Withholding		45,678.90	
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		56.78		1,234.56			
				UUP Member 26P		34.56 456.78	

CHECK PAY STUB TO MAKE SURE

In order to be a member of the union, your paycheck **must** say "UUP Member." If it says "UUP Agency Fee," then you are included in the Professional Services Negotiating Unit, but are *not* a member of the union.

UUP Membership Entitles You To:

- Vote on collective bargaining agreement
- Hold union office
- Attend union meetings
- Elect union leaders on your campus and choose your representatives at the state and national levels
- Maintain UUP membership after retirement and be eligible for benefit programs
- Upon separation of service, obtain Associate Membership with NYSUT and be eligible for benefit programs

Please contact your chapter officers for a membership card.

CHAPTER MEMBERS on STATEWIDE COMMITTEES

Solomon 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

Yolanda Pauze

Comm. of Chapter Presidents

Task Force on Hostile Workplace

Technology Sector

Margaret Porciello

Technology Issues**

Women's Rights & Concerns

Lou Scala

EOP Concerns

Veteran Affairs

Donna R. Scarello

EOC Concerns

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**