



What's Next? UUP President Fred Kowal Speaks at UUPF Meeting

Lou Scala, UUPF Academic Grievance Chair



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UUP President Fred Kowal addresses UUPF members at General Membership meeting.

On October 22 UUP President Fred Kowal addressed over 100 members of UUPF at the general membership meeting in the Campus Center.

He spoke about the goal of some very wealthy and politically influential people, such as the Koch brothers and the Walton family, who aim to "bust" public sector unions by paying tens of millions of dollars to promote and eventually help to pass legislation which effectively eliminates a union's right to collect union dues from agency fee-payers.

Agency fee-payers are those who are not members of the union but who reap the benefits of

any collective bargaining agreement.

According to Kowal, this so-called "Right-to-Work" legislation, if adopted in New York, will have dire consequences for NYSUT/UUP.

The election is over and its results and its effects on UUP/NYSUT, both positive and negative, are still being analyzed. Our work, however, continues.

As members of UUPF, we must continue, as Kowal challenged us, to take an active part in the

(con'd on page 11)

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Farmingdale Remembers

by Barbara Maertz

The Long Island Regional COARM meeting at Farmingdale was held on October 29, 2014 in the Student Center on the campus.

In addition to our wonderful brunch and the camaraderie among old friends, a memorial resolution about former UUP Treasurer and former UUPF President John Hunt was presented by Mike Smiles. John was a long time attendee at our COARM meetings in the fall of each year. Many stories of John and his legendary marches on Route 110 were told by Mike, Samuel Von Winbush, Jack Reilly, Neil McAdorey, and Barbara Maertz. There were a few laughs over the Disney ties that he wore and his money-saving tactics at the UUP Delegate Assemblies when he

stopped the wine from being served at dinner and caused a revolt among the delegates. We remembered that John had a booming voice and a passion for UUP and its members. He campaigned vigorously for a fair contract even to the point of leading a march into the admin building to confront the president. John and Joanne enjoyed Disney every year, even working for the Disney theme park, running one of the rides for the kids. He was always happy to reminisce with fellow COARM members about the early days of UUP. John Hunt will be missed by all.

Regular business concerning benefits was addressed by Walter Apple, who informed us about the new free vaccinations, the UNUM

life insurance benefits, and the New York Marathon. I spoke about the premium issues concerning UNUM and the projected dues increases required to cover the premium increases.

Yolanda Segarra, president of UUPF, urged everyone to go out and vote in the elections. She gave a thorough presentation on VOTE COPE and all the issues that UUP needs to fight for with SUNY and SED.

We send all of our retirees best wishes for happiness. We hope that you enjoy your retirement and come to the spring meeting in 2015. It was great seeing everyone.

◇

Doug Cody Wins Statewide Award

At the last UUP Delegate Assembly held on October 17-18, UUP awarded the 2014 Faye Samuel Award for Courageous Service by Part-Time Academic and Professional Faculty to Douglas Cody, an adjunct professor at Farmingdale State in the Department of Chemistry.

Cody has especially active in UUPF in developing the mentoring program for new members, both full- and part-time. He has authored a handbook for adjuncts, describing many of the activities at FSC and in UUP. (con'd on page 10)



Pictured at the Delegate Assembly: Plenary Session : Carolyn Kube (SBHSC), Douglas Cody, Faye Samuel, Fred Kowal

President's Message

“Respect for our work must be demonstrated by colleagues.”

Respect for our work is demonstrated in the decisions made by college administrators. When faced with financial restraints, state mandates, or demands on our programs from external sources, do administrators include feedback from the rank and file before moving forward? Does upper-management abide by the policies and procedures enforced on others? How thoroughly are employee concerns investigated? How are they responded to?

UUPF regularly brings pressing issues to the attention of campus administrators. Many are responded to in a manner that leads to progress, but some require further discussion. Most are shared with the general membership in our newsletter and during our monthly meetings.

UUPF must remain focused on any decision's impact on our members, because our charge is to protect our terms and conditions of employment. But demanding *respect for our work* requires much more, from *all* of us. It would be extremely helpful if other groups on campus pick up the sword and continue to confront the critical issues. I would love to see the Academic Standards Committee work with the Chairs' Council on matters affecting members in academic departments. Perhaps there are issues presented at one of our meetings

that the FEC or Rules Committee can advance. Are there student groups from which vital feedback is being ignored?

Still, respect for our work must also be demonstrated by colleagues. We should not demand from management what we refuse to do for each other. When presented with an opportunity to support a coworker in a difficult situation, do you? If faced with a challenge, do you throw a colleague under the bus to save yourself?

This is an educational institution! Yet so many forget that

Every Day We Teach People How to Treat Us.

every day we condone bad behavior when we turn a blind eye to abuse of power, when we don't support a colleague, and when we pretend that there is nothing that can be done.

Cases in point: A group of people from one department signs a petition citing specific instances of a hostile work environment by a manager, and a top administrator refuses to accept it or investigate further. Colleagues who either witnessed the behavior or have had their own reportable experi-



ences, do nothing.

A well respected, 25-year veteran of another department accurately reports the shortcomings of a particular special event that had been lauded by upper management. Shortly thereafter, he is summarily moved to a different department, and his former coworkers are given a few thousand dollars in “raises” to assume his work. None steps forward to support him.

A full-timer teaches a class that is under-enrolled and his salary is not affected. A part-timer in the same department teaches an under-enrolled course and has her salary pro-rated. Management says “It’s policy.” The department denies her request for re-assignment.

Put yourself in any of these scenarios. What would you do? What could you do? What have you *done*?

Respect for our work – that’s all I ask.

In Solidarity,
Yolanda Segarra

Professionals Issues

by Solomon Ayo, Vice President for Professionals

Know YOUR Union!

Thanks to the UUP leadership in Albany, our support staff, and our local Labor Relations Specialist, the union is always looking out for you as a professional, in many areas such as your paid vacation, sick days, wage increases, and pension and health insurance plans. As your VP for Professionals, I have had the opportunity to meet and address many members' concerns. The most frequent concerns are health and safety, appointment letters, promotions, salary increases, performance programs, and holidays and comp-time. In many cases, questions raised by members are answered in the *Agreement*--the contract between the UUP and the State of New York. Each of you has different issues, based on the environment where you work. I encourage you to familiarize yourself with the contract at www.uupinfo.org, or in the hard copy you may have. For further clarification, or if you need a hard copy, please contact me.

UUP Resources and Affiliations

As a UUP member it is important to "Know YOUR Union"! Know both your statewide UUP leadership in Albany and your local chapter leadership here at Farm

ingdale State College. If you visit the website at the link above, you will learn about some of the resources UUP provides. For example, with questions about benefits, in addition to the FSC human resources office, you can call the UUP benefits office in Albany at 1-800-342-4206. You can also learn about UUP connections to other union organizations; UUP is affiliated with the 600,000-member **New York State United Teachers (NYSUT)**. Under the NYSUT umbrella, UUP operates and receives many support services. NY-

SUT is affiliated with the nationwide American Federation of Teachers (AFT), and the AFL-CIO.

VOTE COPE

Please contribute to VOTE COPE! It is the only fund your UNION can use for political activities that protects **your job, your benefits, and your rights** from avaricious and wealthy union busters. If you need a VOTE COPE form, please contact me or the UUPF office.

(con'd on page 11)



Productivity Enhancement Program (PEP)

FAST FACTS 2015

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 bi-weekly basis. Full-time and part-time employees who accrue vacation leave may participate in the program.

ENROLLMENT DEADLINE: NOVEMBER 28, 2014

The enrollment period for the 2014 plan year runs through Nov. 28, 2014. 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 2015 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 2015 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.

United University Professions, President Frederick E. Kowal, PhD
518.640.6600; fax: 518.640.6698; www.UUPinfo.org

Reflections on the Fall 2014 Delegate Assembly

by Douglas Cody, UUPF Executive Board

I traveled to Albany on Thursday October 16, 2014, to take part in the United University Professions (UUP) Fall Delegate Assembly (DA). This event occurs three times each year bringing together leaders from all chapters of UUP to meet with the statewide committees to which they have been appointed, conduct the business of UUP, and attend some worthwhile workshops. As usual, Farmingdale brought a large delegation and much was accomplished by everyone.

Early Friday morning I attended the UUP Technology Issues Committee (TIC). Discussions centered on ways in which the committee can protect our members' work through intellectual property rights and copyright. The committee's challenge is to assist the UUP negotiations team with potential language that will clearly delineate "Work for Hire." Also, Seamless Transfer and Open SUNY were the subject of discussion, focusing on their overall negative effects on our members, student learning, and the university itself.

My second meeting later in the day was the Contingent Employment Concerns Committee (CECC) that deliberated on items from the CECC Retreat in September. The CECC approved the formation of a CECC survey subcom-

mittee to develop and create a survey instrument to collect data for the next negotiations. Look for this survey in the near future. I request that you take an active role by completing the survey. CECC members spoke of several events which took place this past year for Campus Equity Week and the importance of holding these events on all campuses. They may include actions, speakers, and workshops to raise awareness of the majority of faculty who serve in insecure part- and full-time non-tenure-track jobs. We should all look at the New Faculty Majority (NFM).

(con'd on page 9)

"Seamless Transfer and Open SUNY were the subject of discussion, focusing on their overall negative effects on our members, student learning, and the university itself."



Delegates meet at Albany plenary session of Delegate Assembly in October

Labor-Management Recap

by Vicki Janik, Vice President for Academics

As required by the *Agreement between UUPF and the State of New York*, UUPF and management hold regular Labor-Management meetings approximately once each month in the UUPF office in Ward Hall. A week before each meeting, the UUPF team, led by Mike Smiles, sends an agenda to management. This agenda is based on the issues that you have communicated to your UUPF office, or perhaps policies proposed by SUNY or FSC management, interpretations of the Agreement, and other matters of concern to all of us.

Since the minutes of such meetings are written by UUPF and must be approved by both UUPF and management, it can take quite awhile to gain approval for a final draft of the minutes. Thus, only now we can present background and summary information about the September meeting shown below:

1. **IT Support Staff:** UUPF had learned that some IT support staff members in the four schools had been transferred to other schools on campus, fired, or transferred away from the specific responsibilities described in their annual performance programs. UUPF requested the status of various IT staff members and the plan behind all of the changes. Bargaining unit members had a dearth of information about

these changes. As a result, rumor and speculation had taken over as default explanations for what seemed to be clandestine staffing changes.

UUPF was told that

- programs in the School of Engineering Technology (SET) are growing exponentially
- a full-time IT professional is scheduled to be hired this year
- one individual who was fired would be given a meeting with management to learn of the reasons for the firing

But according to the approved minutes, UUPF learned about

- no strategic plan
- no management concerns over individual staff members
- no reasons for changes
- no short- and long-term goals in IT.

2. SET Organizational Chart

Since there have been an unusual number of changes in chair and director positions in the SET, UUPF requested an organizational chart for the school.

Management handed UUPF a chart naming all chairs, acting chairs, directors, degree program locations, the dean, and the acting assistant dean.

3. **Health Records:** UUPF had learned of concerns over confidentiality in staff health records.

Since management responded that they were not entirely clear about such confidentiality, they agreed to follow up and report back.

(con'd on page 9)



Protecting your family for the future



It's important that your family members are financially protected throughout their lives. Have you stopped to consider what would happen to your spouse and/or children if you were to suddenly pass away?

Would your loved ones be able to continue to live in their home, pay regular bills and maintain a comfortable lifestyle? What about your final medical, burial or funeral expenses?

And it's not a question of just having a life insurance policy... make sure you have *enough* coverage to provide for your family. Find a plan that's right for you and your specific financial situation.

Plans designed specifically for NYSUT members

As NYSUT members, it makes prudent sense to look into the Term Life or Level Term Life Insurance Plans endorsed by NYSUT Member Benefits. Both of these plans offer specific terms and rates designed exclusively with NYSUT members and their families in mind.

The **Term Life Plan** is available for NYSUT members and their spouses/domestic partners under age 85. If you are under age 65, you can apply for coverage from \$25,000 up to \$1 million at premiums negotiated specifically for NYSUT members.

Meanwhile, the **Level Term Life Plan** offers terms for 10, 15 or 20-year periods. The premium that you start with is projected to remain the same and the benefit amount will not decrease throughout the term – regardless of your age or health condition.

You can enjoy an **additional savings of 15%** on published rates if your local association has approved automatic deductions from your paycheck or pension check and you sign up for that benefit.

To learn more about the Member Benefits-endorsed Term Life or Level Term Life Insurance Plans, call **800-626-8101** or visit memberbenefits.nysut.org.

Member Appreciation Month is coming!

NYSUT Member Benefits wants to start the New Year off right with a celebration of the entire NYSUT membership.

It's the strength of the more than 600,000 NYSUT members that makes it possible for Member Benefits to offer approximately 50 endorsed programs & services designed with you in mind.

This special celebration will be kicking off in January 2015 with the arrival of your new membership cards. This mailing will include a variety of special offers only available to NYSUT members.



These offers will continue into February 2015, which has been designated as Member Appreciation Month!

This will be a month filled with a series of special prize drawings for items donated by our endorsed program providers. To be eligible for these drawings, all you need to do is be a participant in our voluntary MAP Alert email service.

We will announce the winners of these special prize drawings exclusively on the Member Benefits website throughout the month of February.

For more details about this exciting event, visit the Member Benefits website at memberbenefits.nysut.org or call **800-626-8101**.



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.

Fall Delegate Assembly

(con'd from page 6)

The Academic Delegates Meeting centered on Intellectual Property Rights and Open SUNY. Officers explained that UUP continues to work collaboratively with the University Senate. Jamie Dangler, Statewide VP for Academics, gave an overview of Open SUNY and UUP concerns about increased standardization of courses and the continued expansion of online courses. In regard to Intellectual Property Concerns, Jamie explained strong protections are written in the

SUNY Board of Trustees policy, but definitions of work for hire differ in state and federal law. She further explained that no clear precedent exists in case law. Therefore this continues to be an area of concern.

We were reminded that when salary, benefits, or other terms and conditions of employment are changed, we should immediately notify chapter leadership. This topic will continue to heat up.

All in all, this was a Productive DA. It is gratifying to come together with all of our statewide colleagues, to work together as a true team and to feel as if you are making a difference for our members.

Whether you are full time, part time or contingent, I highly recommend taking a more active role in UUP by volunteering just some of your time to serve on a committee. Remember WE are UUP. That means *all of us*.

L/M Recap

(con'd from page 7)

4. University in the High School (UHS): UUPF requested a list of courses and schools where the UHS courses are being offered. UUPF was told the following:

- There is a wide number of names of high schools that participate.
- Courses are taught by the resident high school teachers who are not paid by FSC.
- Students pay \$150 per course and less if they receive a reduced rate for school lunch.
- Thus, the program is especially beneficial to “underrepresented students.”
- FSC academic departments maintain quality control of all courses.
- Resulting revenue is shared: 60% goes to the department; 40% pays for the administration of the program.
- FSC will be seeking accredita-

tion for the program although the program has not yet been assessed.

- UHS courses fit in the Seamless Transfer program, which the Chancellor confidently assures us will result in increased academic excellence in SUNY degree programs.

5. Affirmative Action Tripartite Panel: When an individual seeks a resolution for an alleged act of discrimination, a tripartite panel is formed to investigate the accusation. Panel members are selected from randomly identified volunteers among staff throughout the campus community, which numbers nearly 1,000. This year the randomly selected list of potential members for the three-person panel now has only 16 names. Management

promised that future lists will be as extensive as previous lists.

Other topics mentioned were the meeting time for UUPF general membership meetings,

the mandated Title IX climate check concerning genre due in October, and the on call/recall agreement that offers a comp day off for persons who are on call on a holiday.

Comments...

Perhaps you notice some fuzzy answers?

True. But management must know the issues that have caused our members agitation, annoyance, or concern. And we can follow up.

Perhaps you think some agenda topics seem limited, affecting only a few?

Of course. But those few are our members, and each member's problems must--become the problems of us all. We all are served *only* when we support each single one of our members, no matter how complex or arcane her or his problem may seem.

Thus I close in solidarity,
Vicki



Support the political action fund of UUP and NYSUT

Give to VOTE-COPE

VOTE-COPE is the nonpartisan political action fund of UUP and its affiliate, NYSUT. It coordinates the voluntary contributions of members and makes contributions to UUP/NYSUT-endorsed candidates and to UUP/NYSUT-supported general campaign committees.

Dues money is not used for political action.

Contributions to VOTE-COPE are not tax deductible.

Return this coupon to:
VOTE-COPE
United University Professions,
PO Box 15143
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UUP VOTE COPE Voluntary Contribution
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Last _____ First _____ MI _____

Address (Include Street, City, State, Zip) _____

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Effective no earlier than _____ (enter date), I hereby authorize regular payroll deductions from my earnings in the amount specified below as a voluntary contribution to be paid to VOTE/COPE, to be used in accordance with applicable law for the purpose of making political contributions in connection with federal, state, and local elections. My contribution is voluntary, and I understand that it is not required as a condition of employment, and that I may revoke this authorization at any time by giving written notice to the Treasurer of United University Professions.

Contribution Per Pay Period (Circle One) \$1 \$2 \$5 \$10 Other \$ _____

Signature _____ Date _____

Cody Award

(con'd from page 2)

This annual statewide award is presented to a member of UUP who displays courage facing personal and professional risks while supporting union goals that protect union members.

Cody also teaches at both Nassau County Community College and Suffolk County Community College.

In addition to his accomplishments in UUP, Cody fought to improve health and safety conditions at Nassau Community College. Cody helped initiate the creation of the first labor management health and safety committee at Nassau and led the college to

bring in the National Institute of Occupational Safety and Health to study the cause of faculty and staff illness that many believed was the result of years of neglected water infiltration and mold formation.

In his honor, Nassau County Community College established a Chemistry Department Scholarship in Cody's name.

At Farmingdale, Cody's exceptional service to UUP extends to his work in statewide committees: the Contingent Employment Committee and the Technology Issues Committee. He has been an

active participant in various retreats and meetings at which contingent concerns have been responded to with concrete action.

We in UUPF are proud of the valuable accomplishments of one of our most dedicated, skillful, and active members.



Kowal Visit (con'd from page 1)

political process by communicating with our state representatives, advocating for our students, speaking up for FSC, and speaking out against those who would privatize SUNY and use its state-funded dollars to benefit their own business, corporate, or ideological interests.

Additionally, and very important, Kowal emphasized the urgency for all of us to contribute

and/or increase our contributions to the Voice of Teachers for Education and the Committee on Political Education (VOTE-COPE). He reminded us that it is only through VOTE-COPE, which is the NY-SUT/UUP Political Action Fund, that UUPers, the "teachers, healers, and professionals" of SUNY, can truly accomplish the mission of SUNY, which is eloquently displayed in the entrance of FSC Campus Center---to "let each one become all one is capable of being."



UUPF wishes to thank **Don Feldsten** for sending UUPF photographs taken by him, **Karen Mattison**, and **Mike Lisi**, UUP Communications, for for inclusion in the current issue of *The Unifier*.



Know Your Union!

(con'd from page 4)

Email Address

Check the UUP website regularly (www.uupinfo.org), and be sure to add your private (*non-EDU!*) email address to the mailing list. You will receive first-hand information about UUP activities and current events that could affect your job and your benefits.

Performance Program

To ensure fair treatment for you in your professional responsibilities, the union has negotiated a required Performance Program. I cannot emphasize enough the im-

portance of your Performance Program and the need to make sure that it is current.

It should be updated as often as your responsibilities change. It reflects what you and your supervisor agree upon as your duties, is signed by both of you, and serves as the basis for your evaluation.

As a professional, you must remember that you cannot be evaluated without a performance program and cannot be evaluated on anything that is not included in your Performance Program.

If you have any questions, contact me. For more information about the Performance Program please visit <http://uupinfo.org/reports/guides/ProfessionalsGuideRevised100614.pdf>

In Solidarity,
Solomon
ayoso2001@yahoo.com



EXECUTIVE BOARD

Yolanda Segarra

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Vicki Janik

VP Academics

Solomon Ayo

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Valerie Madeska

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Contingents: P/T; F/T

Affirmative Action

Dolores Ciaccio

EOC

Mike Oil [elected]

Grievance: Academic

Lou Scala

Grievance: Professional

Darleyne Mayers

Health & Safety

Theresa Dember-Neal

IDAP

Valerie Madeska

Labor/Management

Mike Smiles

Library Concerns

Jim Macinick [elected]

Membership

RoseAnn Byron

Mentors

Sandra Hustedt

Newsletter

Vicki Janik

Outreach

Henry Ellis

Retiree Concerns

Russ Tuthill

Webmaster

Harry Espaillat

DELEGATES

Academic [8]

Doug Cody

Elena Eritta

Fayez Samuel

Vicki Janik

John Masserwick

Richard Pollard

Margaret Porciello

Mike Smiles

Lou Scala: [1st alternate]

Professional [3]

Barbara Maertz

Solomon Ayo

Larry Lopez

Theresa Dember-Neal [1st

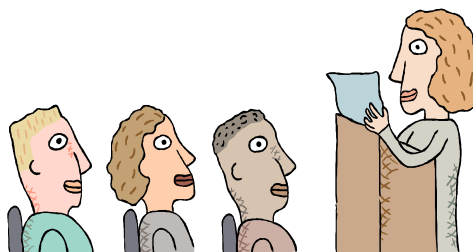
Next General Membership Meeting

THURSDAY, NOVEMBER 20, 2014

11: a.m.

CAMPUS CENTER, BALLROOM A

PLEASE NOTE: NEW WEBSITE!!
UUPFARM.ORG



CHAPTER MEMBERS on STATEWIDE COMMITTEES

Solomon O. Ayo

Black Faculty Staff Assoc Task Force

Comm of VPs for Professionals

Douglas S. Cody

Contingent Employment Comm

Technology Issues Comm

Susan L. Conforti

Finance Comm

Henry G. Ellis

Contingent Employment Comm

UUP Outreach Comm

Jim Friel

Labor & Higher Education

Staci L. Gardner

EOC Concerns Comm

Women's Rights and Concerns

Vicki K. Janik

Comm of VPs for Academics

Grievance Comm

Labor & Higher Education Comm

Task Force on Issues of Diversity*

Women's Rights and Concerns *

Barbara T. Maertz

Active Retired Membership Comm

Finance Comm

UUP Outreach Comm

Darleyne E. Mayers

Affirmative Action Comm

Black Faculty Staff Assoc Task Force

EOC Concerns Comm

Task Force on Issues of Diversity

Deborah-Ann R. Nilsen

Membership Comm

Michael S. Oil

EOC Comm

Margaret M. Prociello

Technology Issues Comm *

Women's Rights and Concerns

Louis Scala

EOP Comm

Veterans' Affairs Comm

Donna R. Scarallo

EOC Concerns Comm

Yolanda Segarra

Comm of Chapter Presidents

Task Force/Hostile Workplace

Technology Sector Comm

Mary J. Stedman

Nursing Professions Work Group

Diane H. Yorg

EOC Concerns Comm

Vicki Janik

Grievance

Task Force on Emerging Issues of Diversity

Women's Rights & Concerns*

Barbara Maertz

Finance

Brian Maher

EOC Concerns

Darleyne Mayers

UUP Outreach

Yolanda Pauze

Legal Defense

Professional Issues

Margaret Porciello

Technology Issues

Robert Reganse

Academic Issues

EOC Concerns

Globalization &

Corporatization

Mike Smiles

Chapter Chairs

Presidential Advisory

Technology Issues

Technology Sector

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 Vicki Janik at janikvk@hotmail.com. *The opinions expressed in this newsletter are those of the contributors and not necessarily those of UUPF.*