



Unifier

UNITED UNIVERSITY PROFESSIONS



FARMINGDALE CHAPTER



SEPTEMBER 2014



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DEFENSIVE DRIVING COURSE

SATURDAY, OCTOBER 25

9:30 a.m. [sign up by October 2.]

COST: \$25.00

Call Debbie Nilsen at x 2462 or email at debbie.nilsen@farmingdale.edu for further information.

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Labor Day March in New York City



President Yolanda Segarra and a strong Farmingdale contingent (including Solomon and Barbara Ayo who are not pictured) marched with other UUPers down Fifth Avenue.

Joined by thousands of workers from across the state, hundreds of UUPers marched in the annual New York City Labor Day parade on Saturday, September 6.

For the first time, UUP members from Long Island to Buffalo and Fredonia joined together to represent UUP in this celebration of the women and men who suc-

cessfully fought for and won the rights and privileges that we workers across the nation now enjoy.

This is one of the largest Labor Day parades in the U.S., and UUP is proud to have so large a contingent at the event.

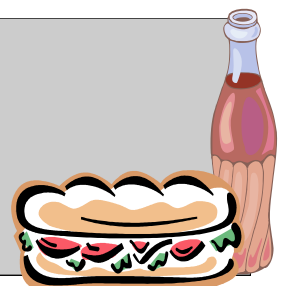
UUP members understand, especially well, the strength of solidarity!

GENERAL MEMBERSHIP MEETING DATES

Thursday, SEPTEMBER 18th — Campus Center Ballroom A

Wednesday, OCTOBER 22nd — University Club

Thursday, NOVEMBER 20th — Campus Center Ballroom A



Reflections on the Labor Day March: September 2014

by Lou Scala

I had the great honor to join my brothers and sisters, members of United University Professions (UUP) and many other unions, in today's Labor Day March in New York City. Tonight I just finished watching a newly released film about the United Farm Workers Union (UFWU) and its leader, Cesar Chavez. The film documented the UFWU's long struggle for the right to organize and create a better life for workers and their families.

As I reflected on this, I remembered my father with great honor and respect. He worked in the gar-

ment industry and was a member of the International Ladies Garment Workers Union (ILGWU). I still fondly remember their jingle, "Look for the union label..." He was able to support his family because of the rights he had helped gain through his union. I am thankful for men like Cesar Chavez, and my dad, who as union activists, helped to make a better future for their children.

In these harsh economic times, which are increasingly hostile to labor, the middle class, and unions in general--especially public service

unions--let us remember the good that the collective power of ordinary people has brought to our society and will continue to bring to us all.

At today's Labor Day march, my dear friend and mentor, Bob Reganse, former UUP Farmingdale president described the value unions place on each of their members, a value that guides their work: "Real people are more important than artificial ones (corporations)."

Well said, my brother—
SOLIDARITY!

◇

AFT's Adjunct/Contingent Caucus

by Douglas S. Cody

As one of your elected delegates, I traveled to Los Angeles to take part in the biannual national convention of the American Federation of Teachers (AFT) this July.

As a part time/contingent faculty member here at Farmingdale, I am an active member of the United University Professions (UUP) statewide Contingent Employment Committee. Our committee has been working to identify the central issues that contingent employed members find important and to improve the representation of this group in UUP statewide. Additionally, NYSUT is listening to our issues, and now

we finally have the ear of the AFT.

You can learn more about AFT's commitment by going to a new AFT website that has an area just for Contingency. Visit it at <http://www.reclaimhighered.org>

History was made at this 99th convention of the AFT with the first convening of the newly formed Contingent Faculty Caucus. I am one of forty AFTers who signed on to become a member of the caucus. This first meeting was mostly organizational with the establishment of two essential committees, the Steering/By-Laws

Committee and the Issues and Policy Committee.

The purpose of the AFT Adjunct/Contingent Faculty Caucus is to act on behalf of all contingent and adjunct faculty members in AFT. Our goals include obtaining, preserving, and protecting rights; gaining better working conditions for contingent staff members; and negotiating equitable salaries through AFT. The AFT Adjunct/Contingent Faculty Caucus will also work with AFT to unite all adjunct and contingent faculty throughout the United States.

◇

President's Message

Welcome back everyone!

I hope your summer was relaxing and productive.

As usual, UUPF has been hard at work all summer long. Our chapter officers have had countless meetings with members in need, and they have also developed a series of events for this academic year. Our chapter mentors implemented our program for new members, and produced an updated New Member Guide.

MEETING TIMES

We have also given more thought to the effect of the new campus course grid on our meetings and events. We are all drowning in email and digital communication. As educators we recognize the value of an in-person exchange of ideas; therefore we prefer to continue the practice of meeting with our members regularly. This includes general meetings, professional development workshops, and membership events.

The former activity hour disenfranchised a certain subset of our members, and the current grid disenfranchises a different group. So this fall UUPF is alternating the 11:00 a.m. General Membership meetings between Wednesdays and Thursdays.

Also, in order to determine *THE BEST* time to meet, we are going to circulate a digital survey to all members. We hope to report *YOUR* preference by semester's semester.

UUP WALKS

On pages 1 and 2 are articles about the Labor Day Parade in New York City in which your chapter proudly participated.

UUP is also participating in the People's Climate March in NYC on Sunday, September 21st. President Obama will be meeting with world leaders on the 23rd for an emergency Climate Summit at the United Nations. The purpose of the march is to energize the public and the media to demand action beyond the rhetoric. UUP is one of more than 750 organizations participating worldwide. To join the march, contact UUPF.

MONEY TALKS

This September we begin to feel the second round of furlough cuts (aka: Deficit Reduction Program). Our academic year members may not "feel it" as they will probably experience it simultaneously with the contractual raise of 2%. Here are some details that I hope will clarify some potential confusion:

- The DRP reduced our pay by a total of 9 days.
- The first 5 days were taken in 2013-14, with the last draw from the June 18th paycheck.
- The remaining 4 days will be taken in 2014-15, with the last draw from the June 17, 2015, paycheck.
- Seven of the 9 days will be refunded at the end of the contract, beginning June 30th and



spread over 39 pay periods.

- Anyone who separates from SUNY before then is refunded soon after departure.
- Contractual raises of 2% should have been noticed by professionals in the July 30th paycheck.
- Academics may notice this raise in the September 24th paycheck.

WALK the TALK

Remember Wisconsin? The only difference between their public unions and ours is VOTE/ COPE.

New members may not know that we are prevented by law from using dues money for political purposes. VOTE/ COPE was created to help us have a voice in Albany. Member contributions are used to help pay for literature, postage, buses, and other advocacy related expenses. Please help educate everyone about this critically important way to support participation.

In Solidarity,

Yolanda Segarra

Message from the Vice President for Professionals

by Solomon Ayo

Welcome to the 2014-15 academic year! I hope you had a great summer! During the break UUPF addressed several professionals' issues.

On June 7, 2014, our Labor Relations Specialist, Lynda Larson, led the workshop at the Annual Long Island UUP Professionals' Conference at the Hilton Hotel in Melville. The event was attended by SUNY/UUP professional employees across Long Island. This workshop was an interactive event and topics covered included the new contract, promotions, and performance programs.

I encourage full and part-time professionals seeking assistance or

objective review of performance programs to contact me, ideally, before signing anything. The conference was very informative, and we in UUPF hope professional members will attend future events like this one.

UUPF also continues to work on part-time professionals' concerns. We help part-time members to increase awareness of contractual issues such as letters of appointment, vacation accruals, sick day accruals, time sheets, and benefits.

To address these matters, the Professional Issues Committee (PIC) developed a survey during the summer break to determine areas of concern among part-time pro-

fessionals. We will send the survey to all part-time professionals. I encourage members to complete it. It will help UUPF plan informative workshop sessions for part-time members.

Receiving the latest UUP updates is important for all professionals. Both full- and part-time should sign up at uupinfo.org to ensure this.

The up-to-date fact sheets of On-call-Recall are available at the UUP website link for professionals. Members may also click on this website:

<http://uupinfo.org/negotiations/pdf/OncallRecallTrifold4Web.pdf>

Doug Cody, Adjunct Assistant Professor, Department of Chemistry, Wins UUP Faye Samuel Statewide Award for Adjuncts



**Please join us in congratulating
our friend and UUPF colleague!**



**As NYSUT members, you work hard every day!
*Shouldn't buying what you want be easy?***

Well, now it can be... The Member Shopping Program powered by PayCheck Direct allows eligible NYSUT members to purchase what they want now and pay interest-free over 12 months. Choose from either 12 or 26 payments via automatic checking account withdrawals.

Through PayCheck Direct, all eligible NYSUT members have access to thousands of name-brand products such as appliances, computers & tablets, electronics, furniture, jewelry & watches, home & garden items, children's toys, and recreation & fitness items.

PayCheck Direct offers a 30-day in-home trial on many products; flexible return policy; no interest fees, credit checks, down payments, or finance charges; and toll-free customer service representatives located in the U.S.

NYSUT members are encouraged to shop and compare prices before making a purchase with this program and consider it as an alternative to using their credit card. Please note that PayCheck Direct will have access to certain information from NYSUT's membership files to verify levels of eligibility for those NYSUT members that choose to participate in this program.

**For more information about PayCheck Direct,
call toll-free 866-441-9160 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.

2015 NYSUT Health & Safety Conference

by Doug Cody

Do you have an interest in the world of health and safety issues? Are you responsible for any aspect of health and safety on your job? Do you want to learn more about these topics but don't know how to go about it?

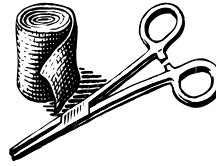
Well, I would like to suggest that you consider attending some workshops. If you are new to these topics or have some experience, NYSUT's biannual conference on health and safety is a great venue for workshops and networking. Why not plan to attend the conference by contacting the UUP office, and then marking March 13-14, 2015, on your calendar?

The NYSUT 2015 biannual conference promises to be an excit-

ing event.

Here's some information about the conference: It's a two-day event beginning on Friday afternoon and ending on Saturday afternoon. Attendees come from every corner of our state and represent a diverse group that includes K-12 and higher education.

If you never have attended a conference like this before, then you will want to take workshops which teach you the basics about this broad topic, like "Health and Safety 101," "Indoor Air Quality," or "Establishing a Health and Safety Committee."



If you work in a science-related area, there will be a "Science Safety" workshop. Some additional workshops include "Emergency Preparedness for Colleges and Universities," "Hazards of Building Construction and Renovation," "Preventing Workplace Injuries," and "Cyber Safety: Protecting Yourself in Today's Online World."

The conference is also a wonderful opportunity to meet other like-minded individuals. They all agree that health and safety has become one of the most important issues at any workplace — and that includes Farmingdale. ♦

UUPF 2014 Candidates Forum

by Henry Ellis

UUPF is holding its 2014 Candidates Forum on October 7, 2014, in the Little Theater, immediately following the noon governance meeting.

The New York State Assembly and Senatorial NYSUT endorsed candidates from Nassau and Suffolk, both incumbents or challengers, have been invited to participate. These are the folks who will be voting on legislation which will affect the future of the SUNY system and Farmingdale State College.

In these difficult and rapidly changing times, we need the legis-

lature to be responsive to the financial needs of SUNY and the special needs of us here at Farmingdale State College. This college still has the highest proportion of adjunct staff to full-time staff in all of SUNY, save Empire State College. Underfunding is our chronic problem.

Please plan on attending, listen to what these candidates have to say, and then have them listen to *you*. This is an opportunity to let your voice be heard!

At this year's forum, we will also be honoring Assemblyman Robert Sweeney for his many years



of service. We hope you will join us in wishing him well in his retirement.

In addition to Farmingdale UUP chapter members, we have also invited chapter representatives from other SUNY colleges on Long Island. Unity among chapters is vital.

We look forward to seeing you at this important event. ♦

Civility Policy & Procedures Document at FSC

Our college, like others, has rules against bad behavior by staff members: There are rules that support actual laws against sexual harassment; against many forms of discrimination; and against workplace violence. But in talking to persons at our campus and at other SUNY campuses, by far the most ubiquitous bad behavior falls through the cracks among these three: it's bullying, abuse, and harassment.

That's why both the New York State Senate and Assembly have pending legislation dealing with this problem in any workplace in the state—the Healthy Workplace Law.

Why is this necessary? According to the Healthy Workplace Law, health-endangering workplace bullying, abuse, and harassment

- affects at least one-third of all employees at some time during their working careers
- occurs four times more often than sexual harassment
- inflicts serious harm on targeted employees including cardiovascular disease, hypertension, impaired immune systems, depression, PTSD, suicidal tendencies, severe anxiety, and feelings of shame and humiliation.
- reduces employee productivity and morale
- increases employee turnover and absenteeism rates
- increases medical and workers' compensation claims

What exactly does abusive conduct include?

1. Repeated verbal abuse insults, epithets, and derogatory remarks
2. Repeated verbal or non-verbal conduct that is threatening, intimidating, or humiliating
3. Repeated sabotage or undermining of work performance
4. Exploitation of known psychological or physical illnesses or disabilities
5. Actions which result in an employee's resignation, termination, or other negative action

What are we doing about this at FSC?

For the past year, representatives from the two largest unions at FSC, UUP and CSEA, along with representative from management, have been writing a civility policy and procedure for FSC, even before the legislation becomes law.

That means our goal is a written policy that spells out what bad behavior is and—*this is the most important part—spells out the process for reporting and responding to it.* Clearly defined reporting and inquiry as well as

appropriate responses must be the goal. Otherwise, a civility policy is nothing more than an anemic admonition about being nice. A civility policy must be clear. After all, a false accusation is as damaging as real harassment.

Many workplaces across the country and the world have already instituted such a policy, so this is not incredibly innovative. But it is incredibly necessary.

We submitted our task force's civility policy and procedure for FSC to the Cabinet in June. But it was not accepted...

Maybe some changes can be made, but a document, complete with procedures, is necessary without delay. We all need to know what bad behavior is, and we all need to know that FSC has, and will use, the means to stop it. We can't have employees exiting the campus in pain or

staying here and suffering. FSC must always be a good place to work. ♦



VP for Academics Column;

Vicki Janik



FARMINGDALE CHAPTER

EXECUTIVE BOARD

Yolanda Segarra

President

Vicki Janik

VP for Academics

Solomon Ayo

VP for Professionals

Susan Conforti

Treasurer

Valerie Madeska

Secretary

Henry Ellis

Contingents Representative

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 alternate]

How many steps are you willing to take to save the Earth?

How about 7,000,000?

The Great March for Climate Action

**Be a climate patriot!
Join the March, en route
from Los Angeles to DC in 2014.**

Apply to march at...
Great March for Climate Action
ClimateMarch.org
(858)35-MARCH



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CHAPTER MEMBERS on STATEWIDE COMMITTEES

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Black Faculty Staff Assoc Task Force
Comm of VPs for Professionals

Kathryn C. Bond

Grievance Comm

Douglas S. Cody

Contingent Employmt Comm
Technology Issues Comm

Susan L. Conforti

Finance Comm

Henry G. Ellis

Contingent Employmt Comm
UUP Outreach Comm

Jim Friel

Labor & Higher Education

Staci L. Gardner

EOC Concerns Comm
Women's Rights and Concerns

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Labor & Higher Education Comm
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Technology Issues Comm *
Women's Rights and Concerns

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Veterans' Affairs Comm

Donna R. Scarallo

EOC Concerns Comm

Yolanda Segarra

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Task Force/Hostile Workplace
Technology Sector Comm

Mary J. Stedman

Nursing Profnl's Work Group

Diane H. Yorg

EOC Concerns Comm

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.*