



# Unifier

UNITED UNIVERSITY PROFESSIONS

◆ FARMINGDALE CHAPTER ◆

September 2015



## In this issue

- ◆ Professional Tidbits PAGE 2
- ◆ President's Message PAGE 3
- ◆ New Joint Labor-Management Grants Available PAGE 4
- ◆ Goodies PAGE 5
- ◆ On the Docket PAGE 7
- ◆ It's All About MEMBERSHIP I PAGE 8

## UUPF Office

Ward Hall

First Floor, West Wing

Tel: 631-694-UUPF (8873)

Fax: 631-694-3370

[uupfdamato@aol.com](mailto:uupfdamato@aol.com)

[www.uupfarm.org](http://www.uupfarm.org)

## Don't Be Left Out! Meet the Negotiators



Vice President for Professionals Philippe Abraham, above, is the chief negotiator for UUP's upcoming contract talks with the state. Abraham will lead UUP's 18-member Negotiations Team, which will represent the union in negotiations with the state of New York for a new contract. UUP's 2011-2016 contract runs from July 2, 2011 to July 1, 2016. ◆

## **GENERAL MEMBERSHIP MEETING** Thursday,

September 17, 2015 ◆ 11:00 am ◆ Ballroom A

With Special Guests:

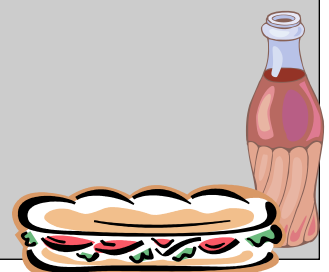
Members of the Contract Negotiations Team

& **Philippe Abraham**

Lead Negotiator

UUP VP for Professionals

Please join your fellow UUPF members for lunch.



# Professional Tidbits

By Solomon Ayo

Welcome back to the 2015-2016 Academic Year! As always, it is an honor to serve as your local UUPFarmingdale (UUPF) Vice-President for Professionals. Over the summer break, many professionals' issues were addressed and others are still pending. Amongst these were proposed changes to performance programs, part-time professional issues, and the upcoming contract negotiation.

## Performance Programs

It was brought to the attention of UUPF that professionals had received proposed performance programs which define work schedules with specific days and clock hours. Recently, I sent all professionals an email advising you to contact me if you received such a performance program.

I must reiterate that under the contract between UUP and

the State of New York, ALL professionals work a professional obligation, not clock hours! Defined work schedules are considered Terms and Conditions of Employment. Terms and conditions of employment can only be negotiated at the State level. If you have any questions please email me from an off-campus address to [uupfdamato@aol.com](mailto:uupfdamato@aol.com).

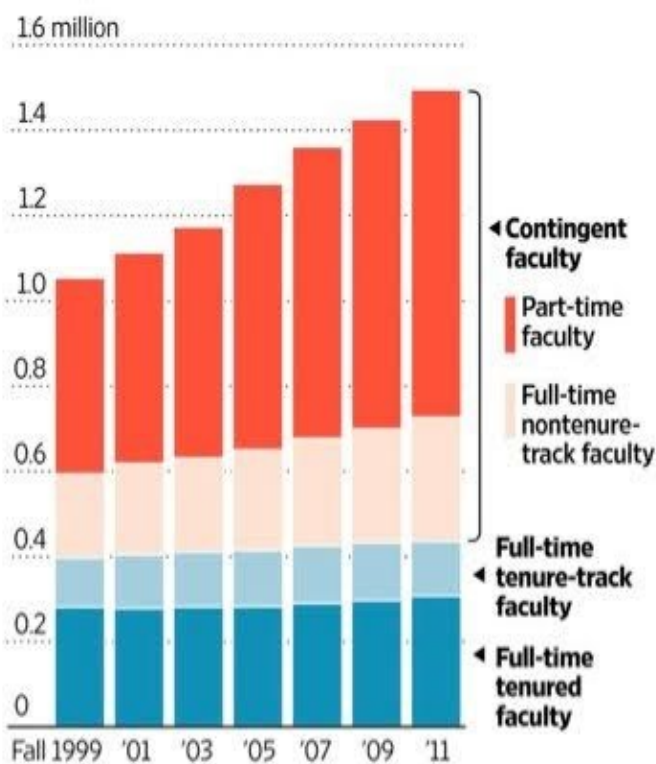
Another important question: Do you have a performance program? If you do, please review it. If you do not, I advise you to speak to your supervisor. Both of you can create a performance program together that defines your professional obligation for the year. You cannot be evaluated annually without a performance program. It must be signed by you and your immediate supervisor. For help, please contact me.

## Part-time Professionals

The Professionals' Issues Committee, comprised of professionals from across the campus, met in July to discuss professional concerns. The committee agreed to expand outreach to part-time professionals.

## Hired Help

Colleges in recent years have been increasingly relying on adjunct and other nontenure-track professors to manage costs, a practice that is coming under pressure.



Source: American Association of University Professors analysis of Education Department figures  
THE WALL STREET JOURNAL

*Continued on page 4*

# President's Message

Welcome back, after a beautiful Labor Day weekend.

On the Friday evening before Labor Day, I heard on the radio all sorts of songs about labor—songs of workers who fought for their rights in the workplace. They often suffered job loss, physical injury, imprisonment, and death.

Even here at Farmingdale, over the years union members fighting for the rights of everyone have sacrificed. They've risked higher pay, job security, professional reputation; they've been harassed and bullied -- all for the benefit of everyone. Why? Because the mission of our union — UUP — is to support all bargaining unit members, as well as the workplace itself.

It was not without personal and professional risk that UUP bargaining unit members won health benefits for part-timers, promotion reviews and performance programs for professionals, chancellor's reviews for faculty seeking tenure, accessible personnel files, carefully structured discipline and grievance processes, and protections for union service and academic freedom.

So to honor all those workers who came before us and to hand off a workplace that is respectful of the union members who will follow us, we must continue to *actively support* the goals of UUP. This is especially true for those few among us who enjoy the job security of permanent or continuing appointment. Harm to one is harm to all, not just because of our compassion for others, but because harm to one *really does* increase the possibility of harm to ourselves. It pulls out one more brick supporting our careers.

Farmingdale has a professional workforce of approximately 900 persons, and with our CSEA brothers and sisters the number of staff employees rises to nearly 1100. But our bargaining unit includes approximately 70% part-time or qualified rank employees. That means no searches, low pay, and no possibility of permanent or continuing appointment. Last fall the academic staff included only 99 persons with tenure, about 1 in 7. That leaves an awful lot of people whose only job security is a function of advisement/enrollment; a supportive chair; minimally, a neutral dean and provost; and no programmatic whimsy.



The union isn't 6 officers or 26 members of the executive board. We are all in this together. *And we not only work together; we must have each other's backs.*

On Friday night the DJ played Pete Seeger singing *Solidarity Forever*, the anthem of labor sung to the tune of *The Battle Hymn of the Republic*. After each of the 4 verses, Seeger sang the refrain—"Solidarity forever/ Solidarity forever/ Solidarity forever/ Our union makes us strong."

That's the message to us. We will respect the work of our predecessors in the SUNY and Farmingdale workplace. And it is our job to uphold their hard won rights for our successors.

In Solidarity,  
Vicki Janik

## Professional Tidbits

*Continued from page 2*

Part-time professionals are hired at any time of the year and receive various appointment periods. This makes it difficult for the union chapter to keep track of new members. Programs to respond to this situation are being developed by the UUPF Executive Board and the Mentoring Committee, co-chaired by Roseanne Byron and Sandy Husted.

I encourage all full-time professionals to provide part-time professionals with UUPF information so that they can become aware of UUPF support and

benefits. Newly hired professionals can be referred to Roseann and Sandy, to the UUPF office located in Ward Hall, or to me. I will be happy to meet with them and answer their questions.

Please bring new and other part-time members to the general membership meetings. Encourage them to attend and introduce them to the officers. And please make them aware of the UUP website that offers several useful resources for members: [uupinfo.org](http://uupinfo.org)

### Contract Negotiations

The new contract negotiation fact-finding process has begun at the UUP headquarters in Albany. Every member across the state is encouraged to participate by submitting suggestions. We in UUPF will soon be offering suggestions from our chapter. You will be notified to complete a survey designed by the negotiation team. I urge all professionals to participate. Stay tuned. ♦

## UUP Grant Programs are Expanded

By Darleyne Mayers

The Joint Labor Management Committee (JLMC) is introducing a new professional development grant aimed at small groups in the category known as Campus Grants. Previously UUP members could apply for an individual professional development grant, or submit a campus grant proposal aimed at

meeting a broad, campus-wide need. This new category acts as a bridge in that it is open to three members on one or more campuses.

Campus Grants program topics include, making the workplace safer, encouraging and promoting professional development, expanding

affirmative action/diversity opportunities for underrepresented groups, and providing creative technological needs that are not provided by the campus.

I would like a Farmingdale member to consider applying for this opportunity. ♦



## Back by Popular Demand... Defensive Driving at a Discount

UUPF is sponsoring a Defensive Driving Course on:

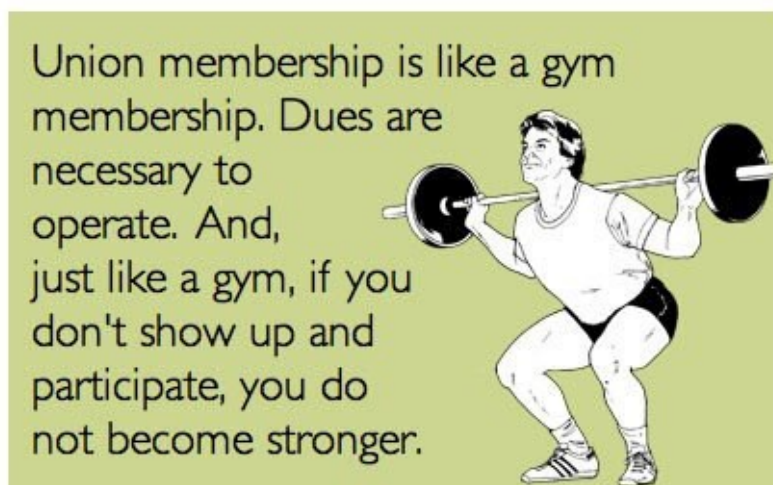
**Saturday  
October 17, 2015**

from 9:30 am — 4:00 pm  
at the incredible rate of \$25!

If you would like to sign up please email or elected Secretary, Debbie Nilsen at [Debbie.nilsen@farmingdale.edu](mailto:Debbie.nilsen@farmingdale.edu) or call 631-420-2462.

Taking this course lowers your liability and collision insurance cost by 10% per driver. So bring the family!

There is a non-refundable deposit of \$3 required to save your seat, and a minimum of 20 people to run the class. These classes fill up quickly, so bring your check or cash to the General Membership meeting! ♦



## Show Me the Money!

By now you should all have received the percentage increase for 2015. Well stay tuned, because there is at least one more raise due — \$500 lump-some if you are full-time (pro-rated if you are part-time). Those of you valued by administration, you can also receive a small amount in Discretionary Salary Award, due by December 31st. ♦



## Rhetoric or Reality

By Lou Scala

Walking with my Siberian Husky,

Nomi

Listening to WBLI

Learning from “Democracy at Work”

Prof. Wolff says,

It started years ago...

Taxes to fund higher-ed?

No way!

Raise Tuition!

Hire Adjuncts and part-time staff!

Who cares if they shuttle

From campus to campus

To make ends meet.

Who cares if they struggle

To get medical benefits.

Who cares if only the union

Hears their voice and

Takes up their fight?

Efficiency, streamlining,

Corporatization of Higher Ed

That's their goal!

Are we really putting

“Students First”?

Does that rhetoric

Match the reality?

♦

## Identity theft protection available for NYSUT members



# TRUE IDENTITY PROTECTION™

*NYSUT Member Benefits is excited to announce that its newest endorsed program -- ID Watchdog -- is now available to all NYSUT members & their families looking for protection against the growing threat of identity and credit theft.*

### What Do I Get When I Sign Up for ID Watchdog?

- Credit & Cyber Monitoring      Monthly Credit Score Tracker
- Credit Reports & Scores      High Risk Monitoring
- Individual, Individual/Spouse or Family Coverage Available

According to Javelin Strategy & Research, an estimated 13.1 million Americans fall victim to identity theft each year. These individuals are hit with approximately \$7,000 in fraudulent charges per person and spend about 330 hours each trying to recover from the effects of identity theft.

ID Watchdog (founded in 2005 as a theft protection service) uses proprietary monitoring technology that alerts members as soon as new or updated information associated with their identity is detected -allowing them to catch fraudulent activity immediately.

To learn more about ID Watchdog, call toll-free 866-513-0823  
or visit [memberbenefits.nysut.org](http://memberbenefits.nysut.org).

# Labor-Management... Working for You

As you may know, UUPF holds a Labor-Management meeting with management once a month during the semester and a Part-Time Labor-Management meeting once a semester.

The most recent Part-Time Labor Management meeting was held, after several postponements, in June. Henry Ellis, then-contingent officer of UUPF, chaired the meeting for UUPF.

## Part-Time Labor Management

The following issues were included among the items placed on the agenda by UUPF which are of special interest to adjunct members:

- ♦ Procedures to remedy overpayment and underpayment to adjuncts.
- ♦ Communication alerting adjunct faculty to a change in pay periods
- ♦ Management's plans for improving adjunct compensation, and, since adjunct faculty receive an hourly wage, of special concern is overtime pay for such activities as mandatory training, workshops, and meetings

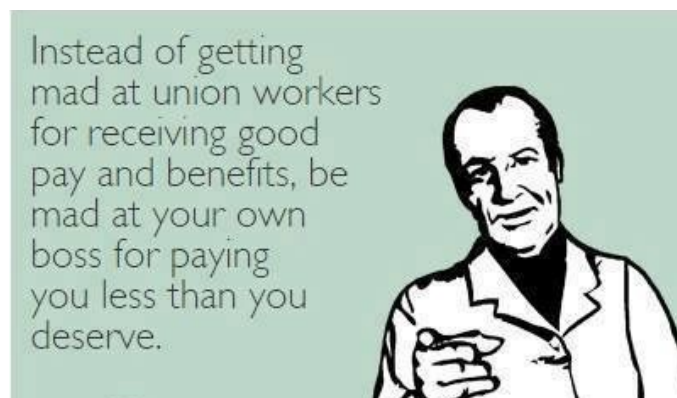
- ♦ Management's plans to adjust pay in specific departments
- ♦ Clarification of the process for creating teaching schedules for adjuncts
- ♦ Parking problems which would arise in July when construction of new parking lots would limit parking space, particularly for persons with disabilities

- ♦ tripartite committee process for cases of discrimination
- ♦ Companies being considered for tax and other benefits in the StartUp New York initiative at Farmingdale State College, as developed and promoted by Governor Cuomo
- ♦ Clearly written outlines of the processes which academic and professional members can follow in order to review

their personnel files

- ♦ An update on discussions between the provost and other managers concerning communication and civility
- ♦ Responses to earlier requests

for data concerning promotion, hiring, and rights of part-time professionals



## Full-time Labor-Management

The most recent Labor-Management meeting was held in April chaired for UUPF by Mike Smiles, current Vice-President for Academics. The following topics were discussed:

- ♦ Details concerning the implementation and staffing of the

The next labor management meeting will be held in October. If you have any concerns that you wish to discuss with UUPF, please contact the UUPF office at 694-8873. ♦



## FARMINGDALE CHAPTER

### EXECUTIVE BOARD

**Vicki Janik**

President

**Mike Smiles**

VP Academics

**Solomon Ayo**

VP Professionals

**Susan Conforti**

Treasurer

**Debbie Nilsen**

Secretary

**Doug Cody**

Contingents: P/T

### Affirmative Action

Anjana Mebane-Cruz

### EOC

[To be elected]

### Grievance: Academic

Lou Scala

### Grievance: Professional

Valerie Madeska

### Health & Safety

Theresa Dember-Neal

### Labor/Management

Mike Smiles

### Library Concerns

Jim Macinick [elected]

### Membership

Sandra Hustedt

### New Members

Dolores Ciacio

### Mentors Coordinator

Roseann Byron

### Newsletter

Yolanda Segarra

### Outreach

Darleyne Mayers

### Retiree Concerns

Barbara Maertz

### Webmaster

Harry Espallat

### DELEGATES

#### Academic [8]

Lou Scala

Robert Reganse

Mike Smiles

Margaret Porciello

Fayez Samuel

Henry Ellis

Doug Cody

Anjana Mebane-Cruz

John Masserwick [1st Alt.]

#### Professional [4]

Barbara Maertz

Debbie Nilsen

Darleyne Mayers

Solomon Ayo

Yolanda Segarra [1st Alt.]

## Where Are You?!

If we can't find you,  
you can't VOTE!!!

Check your paystub for "08 Bargaining Unit". If you don't see it, sign your membership card right away. There are several benefits that you may be missing out on, including a free death benefit, as well as vision and dental benefits in retirement.

But most importantly, without full membership, you will not be able to participate in the contract review and negotiation process. Ensure that your voice is heard!

To complete a membership card you can go to the UUPF Office in Ward Hall, or see any of the UUPF Executive Board Members listed in the grey box right  
← here . ♦



## CHAPTER MEMBERS on STATEWIDE COMMITTEES

### Solomon O. Ayo

Black Faculty Staff Assoc Task Force  
Comm of VPs for Professionals

### Douglas S. Cody

Contingent Employt Comm  
Technology Issues Comm

### Susan L. Conforti

Finance Comm

### Henry G. Ellis

Contingent Employt Comm  
UUP Outreach Comm

### Jim Friel

Labor & Higher Education

### Sandy Hustedt

Membership Committee

### Vicki K. Janik

Comm of Chapter Presidents  
Task Force on Issues of Diversity\*  
Women's Rights and Concerns \*

### Valerie Madeska

Grievance Comm

### Barbara T. Maertz

Active Retired Membership Comm  
Retirees Legislation Action Group  
UUP Outreach Comm

### Darleyne E. Mayers

Affirmative Action Comm  
Black Faculty Staff Assoc Task Force  
EOC Concerns Comm  
Task Force on Issues of Diversity

### Anjana Mebane-Cruz

Affirmative Action Comm

### Marian Nelson-Villafana

EOC Concerns Comm

### Deborah-Ann R. Nilsen

Membership Comm

### Margaret M. Porciello

Technology Issues Comm  
Women's Rights and Concerns

### Robert Reganse

EOC Concerns Comm

### Louis Scala

EOP Comm  
Grievance Comm  
Veterans' Affairs Comm

### Yolanda Segarra

Task Force on Hostile Workplace  
Latino Affairs Comm

### Mike Smiles

Comm of VPs for Academics

### Mary J. Stedman

Nursing Professns Work Group

### Diane H. Yorg

EOC Concerns Comm

\* Committee Chair

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 Vicki.janik@farmingdale.edu. The opinions expressed in this newsletter are those of the contributors and not necessarily those of UUPF.