



# Unifier

UNITED UNIVERSITY PROFESSIONS



FARMINGDALE CHAPTER



APRIL 2016



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## A Huge Win For Labor

By Fred Kowal

The US Supreme Court released its decision on *Friedrichs v. the California Teachers Association*. In a victory for working people across the United States, the court -- by 4-4 vote -- upheld the 9th circuit court decision. This means that the *Aboud* precedent holds: Public sector unions have the constitutional authority to collect union dues from all members of our bargaining unit, including so-called fee-payers.

Though we have good cause to celebrate this victory, be aware that we face numerous challenges requiring that we continue with our organizing campaign. There are many other cases in the federal court pipeline that will reach the court eventually, making the appointment of a replacement for Justice Scalia who is sympathetic to our cause of vital importance to all of us. This, in turn, should motivate all of us to take an active role in this year's federal elections to insure that we have friends in the White House and in Congress.

I thank all of those involved in the important work of our organizing campaign. Let's all work a little bit harder and create the powerful union that will benefit all of us, our families, and our students. ◆

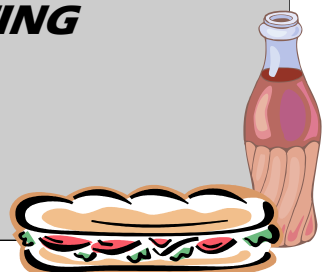


## GENERAL MEMBERSHIP MEETING

Thursday, April 28, 2016

11:00 am ◆ Gleeson Hall room 104

Please join your fellow UUPF members for lunch.



TIME  
OUT

# Gripe or Grievance...?

**A Workshop** for all members will be provided by our NYSUT Labor Relations Specialist Lynda Larson on Thursday, May 5<sup>th</sup> at 11:00 am in the Campus Center Ballroom C.

How do you know if an issue is truly a grievance or just a gripe? What defines a

Grievance? What alternatives are available to handle issues that are not true grievances?

Find the answers to these questions and so much more.

Seating is limited. Please RSVP via email to reserve your seat: [uupfdamato@aol.com](mailto:uupfdamato@aol.com)  
Lunch will be provided.



## POLITICAL ACTION

The Long Island Federation of Labor's 14<sup>th</sup> Annual Congressional Night is officially just a few days out!

As you all know, organized labor is under attack, public and private. Our struggles are not unique to us. Our stride is stronger when we walk in step. Our voices are louder when we speak as one. In order to do so successfully, we must understand each other.

In demonstration of solidarity, we encourage all interested members to attend this event.

The Stony Brook HSC Chapter is offering a sign up through its chapter office. Let's spread the word to the rest our Long Island Members. ♦

### Long Island Federation of Labor, AFL-CIO Annual Congressional Night

**Monday, May 2, 2016**

IBEW Local 25  
370 Motor Parkway  
Hauppauge, NY 11788

**6:00 PM - 8:00 PM**



Sponsored By:

The L.I. Federation of Labor  
390 Rabro Drive, Hauppauge, NY 11788  
(631) 348-1170 [www.longislandfed.org](http://www.longislandfed.org)

# President's Message

## Who's Shrinking the Middle Class?

Did you see this on TV?

During the Democratic debate on April 14, CNN ran two commercials produced by the United Food and Commercial Workers union. In the two 30-second spots, various employees of Walmart, the biggest employer in the world, spoke into the camera describing their working conditions. They said Walmart executives treat them poorly. They said they a) were forced into part-time jobs, b) have erratic schedules, and c) earned unreasonably low pay.

"The executives and management treat us like we're disposable," one worker says. "They think I'm worthless," says another. So it really is the Big Bad Walmart of Bentonville, Arkansas, that is destroying the middle class. It offers primarily part-time, poorly paid work that does not even give employees a convenient work schedule. Plus, it must be remembered that Walmart jobs offer no job security.

Okay, Walmart is bad. And we--righteous New Yorkers that we are, especially we who profess to be professionals—scorn all of this. How could an organization in America today, with so many employees, force decent, hard-working people into part-time jobs, with erratic schedules, maybe working at 9 in the morning on one day and 6 p.m. the next? And on top of that, pay them so poorly that they qualify for food stamps?

Maybe we in the State University of New York should take a peek into the classroom or office next door. Odds are, [specifically

7 to 3 at FSC] that the person working there a) was forced into a part-time job, b) has an erratic work schedule, and c) earns pay low enough, based on her work at this or any other SUNY campus, to qualify for the New York State Supplemental Nutrition Assistance Program (SNAP—food stamps). So until the State University of New York cleans up its act, we had better not throw stones at the windows of Walmart when SUNY's own windows are solidly made of glass.



## Negotiations and the 2016-2017 State Budget

Let's hope for a fair and equitable contract in this election year. **Negotiations** between UUP and the Governor's Office of Employee Relations (GOER) begin at the end of the month.

In the meantime, we can look at the **New York State budget** that was passed at the beginning of the month. We won't know how this will affect our campus for a few weeks.

What did the legislature and governor include in the NYS budget that supports our mission?

- ◆ A tuition freeze for one year
- ◆ No maintenance of effort funding for SUNY, which would have covered ongoing operating expenses and was pocket vetoed by the governor last winter
- ◆ An EOC funding increase of \$5 million
- ◆ An EOP funding increase of \$5.3 million
- ◆ A general funding allotment of \$18 million (that means not tied

to the performance-based funding mechanism.) UUP will fight to use this for more full-time lines and increases in adjunct pay.

- ◆ The replacement of an \$18 million hospital subsidy
- ◆ A defeat for this year of a private equity intrusion forced onto SUNY Downstate
- ◆ No increase in costs for Medicare recipients who are our retirees
- ◆ No penalties in Medicare costs for our retirees retiring with fewer than 30 years of service.

It is important to note that the wins are primarily due to strong advocacy by several groups—here, for retirees, EOC, and EOP. Maybe we all should learn from this and recognize the importance of—the need for-- advocacy for our issues in SUNY.

In Solidarity,  
Vicki Janik

# The Value of NYSUT Membership

You may not be aware that your NYSUT membership allows you to enjoy the benefits of the more than 40 programs & services endorsed by NYSUT Member Benefits, including a variety of quality, competitive insurance plans.

Member Benefits strives to provide the highest-quality programs for NYSUT members and closely scrutinizes all proposals from reputable vendors before any endorsements are given.

While we work continuously to maintain quality benefit programs at competitive prices, you are encouraged to shop and compare before making any purchasing decisions.

## MetLife Auto & Home®



Call MetLife Auto & Home to learn about the special savings and discounts you may be eligible for.

**1-866-NYSUT-22**

If you are looking for potential savings on your auto or homeowners insurance, consider enrolling in the NYSUT Member Benefits Trust-endorsed MetLife Auto & Home Insurance Program.

This program offers special group rates on personal property and liability coverage not available to individual MetLife policyholders. NYSUT members can choose from a variety of coverages that include auto, homeowners, boat, renter's, and much more.

Policyholders can earn extra discounts for good driving, multiple policies and anti-theft devices. MetLife Auto & Home recently raised the multi-policy discount on its homeowners insurance with auto from 7% to 15%. The multi-policy/multi-product discount on auto insurance with home remains at 8%.

Visit the NYSUT Member Benefits website at [memberbenefits.nysut.org](http://memberbenefits.nysut.org) or call **800-626-8101** for specific details about this program or other Member Benefits-endorsed programs & services.

MetLife Auto & Home is a NYSUT Member Benefits Trust (Member Benefits)-endorsed program. Member Benefits has an endorsement arrangement of 5.5% of total premiums for this program. All such payments to Member Benefits are used solely to defray the costs of administering its various programs and, where appropriate, to enhance them. Member Benefits acts as your advocate; please contact Member Benefits at 800-626-8101 if you experience a problem with any endorsed program.

Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits-endorsed programs.



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.



## Regional COARM Meeting

By Barbara Maertz

The Long Island UUP retirees will have their spring brunch at the University Club in Knapp Hall on Friday, May 6<sup>th</sup> at 11AM. UUP Retirees from Old Westbury, Farmingdale and Stony Brook are welcome to attend.

Invited to speak to the group are the legislators who represent Farmingdale College in the legislature. Senator Michael Venditto, Assemblypersons, Kimberly Jean Pierre, Joseph Saladino, Chad Lupinacci and Charles Lavine.

Positive results from this legislative budget include increased funding for EOP and EOC programs. A one year freeze on student tuition increases and restoration of some funding for our hospital centers at Brooklyn and Stony Brook.

The 2016 state budget session featured an attack on the retiree health benefit reimbursement (IRMMA) and the sick leave benefits for current state employees for the future calculations of their premiums. UUP mounted a vigorous objection to these proposals with extensive advocacy in Albany and letters through the union website. UUP is happy to say that both were defeated in the state legislature. Our local legislators supported us in this effort and

many of you took the time to send fax and e-mails to these legislators.

These proposals or others like them will most likely happen again. Gov. Cuomo has proposed the IRMMA legislation for the last three years and been defeated three times. It is important that we keep our relationship with these legislators who represent this college and encourage them to continue to back us in the future.

Other issues which we need to advocate for are the MOE (Maintenance of Effort) for financial support of SUNY, and the fairness of teacher certification exams.

The legislators will be here and we need retirees to be there. ♦



### Membership Event

at

### CHANGING TIMES

**TUESDAY**

**May 3<sup>rd</sup>**

**at 4:00 PM**

**APPETIZERS  
& TWO FREE DRINKS  
Compliments of  
Your UUP Chapter**

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

SPECIAL GIFTS FOR  
New Membership Cards

**When you support  
YOUR UNION  
35,000 members of UUP  
Support YOU!**

# Impact of NYS Budget on SUNY

The Governor and Legislature reached agreement on a budget for the next fiscal year. Once again, for our members and university, it's a mixed bag. We've achieved some successes, but also not gotten nearly enough of what we need. Adding all new money in the budget, close to \$60 million has been added to the SUNY budget, not including capital funding.

First and foremost, the legislature refused to pass another round of SUNY 2020, instead freezing tuition for one year. As you know, we opposed another round of tuition increases without a strong commitment to Maintenance of Effort language and funding. There is no maintenance of effort language in the budget, something that we will take up the fight on again in next year's budget -- something the Governor referenced in his press conference.

Second, regarding spending, the budget contains \$18 million in general funding which is NOT linked to a performance based funding mechanism. We were able to beat that back. However, the process for spending the funds will be determined by the trustees, opening the door to the use of such a mechanism. We will fight that possibility, and argue for its use to address long standing needs of the university such as adjunct salaries and additional full time faculty and staff. Also in the area of funding,

the budget once again significantly increases funding for EOP and EOC, with \$5.3 million going to the former and \$5 million to the latter. Additionally, \$2 million has been added for the ATTAIN



labs. Finally, we have \$10 million going to Green Energy Programs at the Tech Campuses -- an idea which started with UUP late last year.

Third, we were able to convince the legislature to reinstate the \$18 million that had been cut in the governor's budget for the SUNY hospital subsidy. Also, we fought off another attempt to create a private equity intrusion into SUNY Downstate. Both of these victories, however, are just the first part of a battle that will continue for the foreseeable future to defend our hospitals. Storm clouds are gathering.

Fourth, we were also able to

protect our retirees. Proposals to raise the costs for medicare recipients and to penalize those retiring with less than 30 years of state service were both defeated by the legislature. Once again, these dangerous proposals could not stand the pressure brought to bear by a strong coalition of groups. Finally, there are other areas of the budget agreement that we are still studying to ascertain their impacts on us. A prime example is the family leave provisions. We will keep you posted on further elements of the budget agreement as they are examined.

I want to personally thank all of you who took part in our advocacy efforts going back to last December when we rolled out our proposals. The work we all did has paid off, though much remains to be done. We are finalizing schedules for in-district advocacy and we will keep you informed. We also have a packed post-budget agenda for advocacy, including the various proposals pertaining to teacher education and the health sciences centers.

Once again, let's focus on organizing our members -- getting them signed up and even more importantly, getting them actively engaged! The more of us there are, the more power we can exert.

In solidarity,  
*Fred*

# Do You Need Help With Cancer?

By Kathy Devine, Employee Assistance Coordinator

When the doctor informs you or your loved one that the diagnosis is CANCER, we usually have a feeling of being totally overwhelmed. Such questions as what kind of cancer, what stage, has it metastasized, should I get a second opinion, how is it treated, what are the side effects and of course where should I go for treatment? If that's not stress producing, I don't know what is. There are also other factors such as finances, work, child care, and patient care. Both the identified patient and the caretakers have many questions.

I am happy to inform you that

I have ordered Cancer Guide booklets that provide information on various treatment modalities, NCI designated cancer centers in all 50 states & drug research updates. In addition they list foundations for financial resources, prescription and equipment expenses as well as child care. Support and advocacy groups are also available with tips to look and feel your best.

In the EAP office I have specific booklets on Lung, Bladder, Breast, Leukemia, Lymphoma, Multiple Myeloma, Melanoma, Renal, Pancreatic & women cancers.

Most important, these booklets are in layman's terms with anatomical drawings of the specific organs affected. These color illustrations are clearly drawn with the names of the body parts and how they look in each stage.

You can pick them up at the EAP office located in Memorial Hall, room 213, tel: 631-420-2644. (Tues and Thurs). I will be happy to help you. I will bring a sample of each booklet to the April 28<sup>th</sup> UUP Meeting. ♦



United University Professions

presents:

## A CONFERENCE for Long Island Professionals

SAVE THE DATE

**Who:** Long Island Professionals

**What:** Conference topics (to be announced)

**Where:** Stony Brook Hilton Garden Inn  
1 Circle Road, Stony Brook, Long Island

**When:** Tuesday, June 7 — 6 to 9 p.m.

**Dinner Provided**

**The event  
is free.**

**Space is limited;  
sign up early.**

**RSVP  
by May 27**

Register online at  
<http://bit.ly/13UmyXL>





## FARMINGDALE CHAPTER

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VP Academics

**Solomon Ayo**

VP Professionals

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Contingents: P/T

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### DELEGATES

**Academic [8]**

Lou Scala

Robert Reganse

Mike Smiles

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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.]



## Are You a Member?

Thomas P. DiNapoli New York State Comptroller		JOHN DOE		Total Gross Pay Available for Pay Current YTD 24,567.30 12,345.60	
Address # 123456789	Pay Start Date 09/10/2015	Pay End Date 09/24/2015	Net Pay 1,234.56		
Department ID 1234			Pay Rate \$6,789.10		
EARNINGS					
Pay Rate	6789.10	Hours	18.00	Pay	122,203.80
Location Pay	50.75	Hours	02.00	Pay	1,015.00
TAX DATA					
Fed Withholding	3.01%	YTD	368.88	Current	4.00%
Medicare	6.18%	YTD	754.88	Current	1.45%
Social Security	6.20%	YTD	771.36	Current	6.20%
State Disability	4.00%	YTD	491.56	Current	4.00%
Health Insurance	4.00%	YTD	491.56	Current	4.00%
AFTER TAX DEDUCTIONS					
UUP Member 26P	14.50	YTD	174.00	Current	14.50

### 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 application.*

#### PLEASE RETAIN FOR YOUR RECORDS

You are not a member of the union until the UUP Administrative Office receives your signed membership application. All Professional Services Negotiating Unit members pay an agency fee equal to union dues, even if they do not join the union.

Signing this card will not change the union deduction from your paycheck, but it entitles you to:

- vote on the collective bargaining agreement;
- attend union meetings;
- hold union office;
- elect union leaders on your campus and choose your representatives at the state and national levels;
- upon separation of service, obtain Associate Membership with NYSUT and be eligible for benefit programs;

Date Signed and Mailed:

Please use the enclosed Business Reply envelope to return your UUP Membership Card at right.

UUP, P.O. Box 15143, Albany, N.Y. 12212-5143  
(800) 342-4286 07/05

#### UUP Membership Application (It Doesn't Cost More to Join)

Last Name \_\_\_\_\_ First \_\_\_\_\_ MI \_\_\_\_\_ Birth Date \_\_\_\_/\_\_\_\_/\_\_\_\_

Street Address \_\_\_\_\_ Non-SUNY Email \_\_\_\_\_

City, State, Zip \_\_\_\_\_ Home Phone \_\_\_\_\_

SUNY Department \_\_\_\_\_ SUNY Title \_\_\_\_\_

Signature \_\_\_\_\_ Campus \_\_\_\_\_ Gender \_\_\_\_\_ Date \_\_\_\_\_

Annual membership dues in United University Professions are 1 percent of employee's basic annual salary for employees at or above the minimum salary negotiated for the bargaining unit; nine-tenths of 1 percent of employee's annual salary for employees earning less than the minimum salary negotiated for the bargaining unit.

**Payroll Deduction Authority for UUP Membership**  
TO THE COMPTROLLER OF THE STATE OF NEW YORK: I am a member of or apply herewith for membership in United University Professions and I hereby authorize you to deduct from my salary and to pay over to United University Professions on a bi-weekly basis the above-stated dues in said organization. Such authorization is made in accordance with the provisions of Section 6a of the Finance Law. You are further authorized to make any adjustments in said deduction as may be certified to you from time to time by UUP. I hereby authorize United University Professions to act as my exclusive representative for the purpose of collective bargaining and in the administration of grievances. I understand this order may be revoked at any time by written notice to you to discontinue deductions for membership dues.

BE SURE YOU HAVE SIGNED THIS CARD and mail to UUP, P.O. Box 15143, Albany, N.Y. 12212-5143  
Dues paid to United University Professions may qualify as business expenses and may be deductible in limited circumstances subject to various restrictions imposed by the Internal Revenue Code.

## CHAPTER MEMBERS on STATEWIDE COMMITTEES

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Black Faculty Staff Assoc Task Force  
Comm of VPs for Professionals

**Douglas S. Cody**

Contingent Employmt Comm  
Technology Issues Comm

**Susan L. Conforti**

Finance Comm

**Henry G. Ellis**

Contingent Employmt Comm  
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**Jim Friel**

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Comm of Chapter Presidents  
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Women's Rights and Concerns \*

**Valerie Madeska**

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**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 Yolanda Segarra at [uupfarmingdale@gmail.com](mailto:uupfarmingdale@gmail.com). The opinions expressed in this newsletter are those of the contributors and not necessarily those of UUPF.