



Unifier

UNITED UNIVERSITY PROFESSIONS



FARMINGDALE CHAPTER



February 2016



In this issue

- ◆ Defending Our Union
PAGE 2
- ◆ President's Message
PAGE 3
- ◆ Respectful Communications
PAGE 4
- ◆ LEAD Institute
PAGE 5
- ◆ Professional Issues
PAGE 7

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Workplace Values

Do you remember the recently fashionable claim in higher education that mimicked the montra of the corporate world:

“Our students are our customers, and, of course, customers come first.”

Today, however, that's not necessarily a truism in the corporate world.

According to a study by the Russell Investment Group, since 1998 the 100 Best Companies, in

terms of employee satisfaction, have outperformed the S&P 500 index by a ratio of nearly 2 to 1. That means when employees are well-treated and respected, they create greater success for the organization as a whole.

The Marriott Corporation offers the following statement in support of this premise:

“Take care of associates, and they will take care of the customers.”

In each of the 100 Best Companies, the study claims that leaders are directly engaged with their employees, and they base policies and programs on employee ideas and needs. The workplace cultures of these 100 companies reflect the notion that every employee is considered important, and that



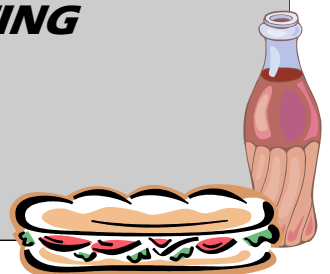
Continued on page 6

GENERAL MEMBERSHIP MEETING

Thursday, February 18, 2016

11:00 am ♦ Gleeson Hall room 104

Please join your fellow UUPF members for lunch.





'Defending Our Union' Resources:

Use the scans below to link to resources to help you better understand why the *Friedrichs v. California Teachers Association* case is a threat to public unions, and why "being union" matters.

Join UUP today!

<https://goo.gl/dTTfKq>



Defend Our Union!

<http://goo.gl/8aWmoU>

Why Join UUP?

<http://goo.gl/ueJbvT>



Facts: *Friedrichs v. CTA*

<http://goo.gl/kBO53L>

News: *Friedrichs v. CTA*

<http://goo.gl/ADPCWI>



Defend Our Union: Social Media

<http://goo.gl/WMsvHa>

Videos

<http://goo.gl/9xY4Pk>



UNITED UNIVERSITY PROFESSIONS | PRESIDENT FREDERICK E. KOWAL, PH.D.
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President's Message

Friedrichs v. California Teachers Association

Have you heard about the Friedrichs v. California Teachers Association case? It's a legal case, accepted by the US Supreme Court for a decision this spring, which could affect all of us in our careers.

In 1977 the Supreme Court ruled in *Abood v. Detroit Board of Education* that all public employees should pay for employee rights and protections negotiated and supported by the union. All employees who have titles that fall within the unit are called members of the bargaining unit. Employees who do not join the union are called agency fee payers. They pay for rights and benefits received that are negotiated and supported by the union. Here at Farmingdale, currently we have a few agency fee payers among our full-time bargaining unit members.

Recently, however, ten teachers in California argued that they did not want to pay dues if they were not union member – *even though* they would still receive all the rights and benefits of the union negotiated contract. They are agency fee payers within the unit.

This could mean that they

would be free to let their co-workers pay for the negotiation and protection of *their* contract – that they could get something for nothing.

This is rather like the barnyard animals in the Little Red Hen. Those animals didn't want to contribute – to help grow the wheat, pick the wheat, grind the wheat, or bake the bread. But they absolutely expected a free handout when the bread came out of the oven. In the end, these California teachers could effectively be saying: "We want the rights and protections of the union contract, but we want everybody else to pay for it – not us. We want the goodies for free." We might call such folks free riders.

Maybe these people might believe that they are splendid workers, so desirable as employees, that they don't need a union to "get what they deserve." The underlying premise, flawed as it may be, would go like this: Free markets are implicitly fair to public employees.

So now the case is before the Supreme Court, the nine members of which may well determine that public employees can indeed be free riders if they want. The rest



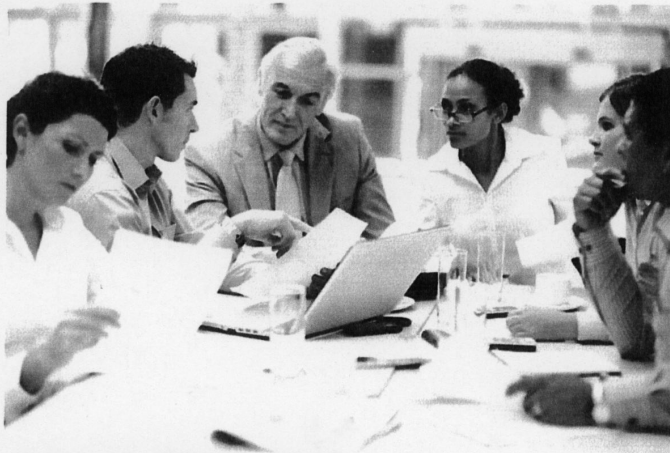
of us will pay for them.

But the greatest problem with this decision is that it can encourage often poorly paid public sector workers to be seduced also into becoming free riders.

At least the Koch brothers hope so. It appears that the Kochs are dismayed that union workers earn more than non-union workers. Therefore they are trying to persuade unionized workers to choose to become free riders. In states like Wisconsin, which has already lost union rights for public workers, the Kochs have sent propaganda to the homes of state employees, disingenuously urging workers to "Give yourself a raise!" Don't pay for union membership. Let others pay and you can pocket the 1% for yourself!!

So – is a union contract, supported by the entire workforce, worth the 1% we all pay?

Continued on page 5



RESPECTFUL COMMUNICATIONS

THIS IS A ONE DAY COURSE. APPLY FOR EITHER:

March 15 or 16, 2016

Course Description

This course is designed to provide participants with tools and techniques for improving communication in the workplace. Case studies, small group discussions, and listening skill building activities are included.

Topics:

**Interpersonal communication
Personal responsibility
Keys to effective communication
Disrespect in the workplace
Self-respect/assertive behaviors
Responding with respect to workplace clashes**



**This course is being
offered through the
New York State/
United University
Professions
Joint
Labor-Management
Committees**

**Location:
SUNY New Paltz
Student Union Building
New Paltz, New York**

**This is a full-day
training.
9:00 a.m. – 4:30 p.m.**

**Application
deadline
Feb. 26, 2016**

FOR MORE INFORMATION CONTACT:

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JLMC
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President's Message

continued from page 3

Here's the question: Could you, or any sensible grown-up, ever believe that the state – your employer – would graciously hand out raises; allow grievances; give benefits to part-time workers; offer job security; distribute professional development awards; or pay for excellent health, dental, and vision benefits to all eligible workers if it weren't obliged to?

Could you think that the State (Albany) in its *ethical heart*, would be fair, reward hard work, and consider the human needs of its employees? And if it failed to do these things, would the State lower its eyes and feel embarrassed and guilty and ashamed of itself for being cruel? Or perhaps the State would feel terrible if, because of poor compensation, you were to end your invaluable service to the State? Guess again.

Maybe a few random employees would get gifts, but who knows who the lucky ones might be? Contracts like ours serve everyone. Gifts and bonuses and financial pats on the head are not so inclusive.

If the State can divide us and conquer, then we all lose. In fact, anybody with a public sector career will lose, and the people of the State of New York will lose most of all.

In Solidarity,
Vicki Janik



UUP is pleased to offer members and chapter leaders this series of online-based workshops as supplemental learning tools. These tools will introduce and reinforce union concepts necessary to maintain and grow a vibrant labor union, and assist members in developing their careers.

Workshops can be taken in learning tracks by theme, designed for chapter leaders who assist members directly. Also for prospective chapter leaders, or as individual workshops that are of interest to individual members.

To learn how to sign up please go to the UUP website <https://uuphost.org/leadinstitute/>



Workplace Values

continued from page 1

means *all* employees, not just those whom management considers the “rising stars.” Another benefit is that employees tend to stay with these organizations.

More specifically, a recent issue of *Fortune* magazine quotes Scott Scherr, founder and CEO of Ultimate Software. He says:

“The true measure of a company is how they treat their lowest-paid employees.”

Among the standards of such “treatment” are job security, sufficient opportunities for advancement, reliable support systems, adequate pay and benefits, safe and healthy working conditions, and recognition of achievement.

Employee-focused goals are necessary for success in any organization — and that includes the State University of New York.



Keep in mind what Chancellor Zimpher has said:

“SUNY is the economic engine of the State.”

SUNY employees are important — every one of them. They deserve and must demand respect and recognition. After all, they are the university. ♦

SUNY ADJUNCTS DESERVE BETTER



Bentley Whitfield, Farmingdale

“I received SUNY’s Excellence in Teaching Award.”



Rebekah Tolley, Albany/Oneonta

“I have a master’s in fine arts and I’ve exhibited worldwide.”



William Lee, Cortland

“One hundred ninety-two students took my course in one semester.”

Adjuncts make up one third of the faculty at SUNY and many have advanced degrees. However, their compensation falls far short of matching the important work they do.

Many are paid so little, they struggle to make ends meet.

Many others are forced to find employment at different colleges to earn a living wage.

Yet students pay more than ever before.

It’s an economic injustice that can no longer be tolerated.

Stand with adjuncts in their fight for equitable treatment.

Share the ad—<http://goo.gl/DvTLkF>—on Facebook and Twitter.



United University Professions
President Frederick E. Kowal, Ph.D.

#adjuncts

Professional Issues

By Solomon Ayo



UUPF continues to help to improve working conditions for professionals with the help of the Professional Issues Committee. This spring the PIC will conduct elections for two very important professional committees:

Committee on Professional Evaluation:

The Committee consists of five member; three are professional employees, elected at large by all of the professional staff, and two are selected by the college president. Employees who receive an “unsatisfactory” annual evaluation can appeal to this committee for review of that evaluation. This committee reviews both the procedures and substance of the evaluation, and submits a conclusion of its review directly to the College President.

College Review Panel:

The Committee consists of seven professional employees, elected at large by all of the professional staff. The Committee reviews professional staff applications for promotion or salary increases which have been denied at any level below the College President. If the committee determines an increase or change in duties and responsibilities warrants a promotion, it forwards a recommendations to the College President.

The next election for both committees will be conducted in April. I encourage all part-time and full-time professionals to participate in the election. Stay tuned for details in the coming weeks.

NOTE: All part-time professionals are also eligible for promotion. Applications are available on both the UUPF and College websites. There is a defined timeline for promotions, so if you have any questions or encounter any obstacles, do not hesitate to contact UUPF.

Part-Time Professionals:

It has come to our attention that part-time professionals are not receiving Appointment Letters. This is an official document, signed by the College President, which identifies date of hire, salary and term of appointment. While it is ideal to receive this letter prior to starting the job, many factors may contribute to a delay. However, it is important for you to clearly understand your employment status prior to assuming responsibilities. So any delay longer than 15 days should result in a call to Human Resources. Extended delays or the lack of Appointment Letter should be reported to UUPF.

There may be other documents provided by the department which specify particular opera-

tions at that level, but these should not define or affect terms and conditions of employment. If there is any question to that end, do not hesitate to contact UUPF.

Professional Leave:

Both full-time and part-time professionals can accrue vacation and sick days as described in the contract. These are calculated based on the length and type of employment. Professionals can also earn compensatory time (comp-time) for work completed beyond a regular load. It is very important that before you engage in significant extra work, you have a clear understanding with your supervisor on how you will be compensated and when. If you are denied prior-approved comp-time, you have only 45 days to file a grievance.

Some projects cannot be compensated with comp-time. A temporary change in work load may be in order, and potentially a change in Performance Program. A lack of clarity with regard to how long a project will take, could result in “work creep”. Regular communication for work in progress may alleviate or prevent that from occurring.

Any confusion regarding the use of comp-time or leave accrual can be forwarded to UUPF. ♦



FARMINGDALE CHAPTER

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Solomon Ayo

VP Professionals

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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]

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Henry Ellis

Doug Cody

Anjana Mebane-Cruz

John Masserwick [1st Alt.]

Professional [4]

Barbara Maertz

Debbie Nilsen

Darleyne Mayers

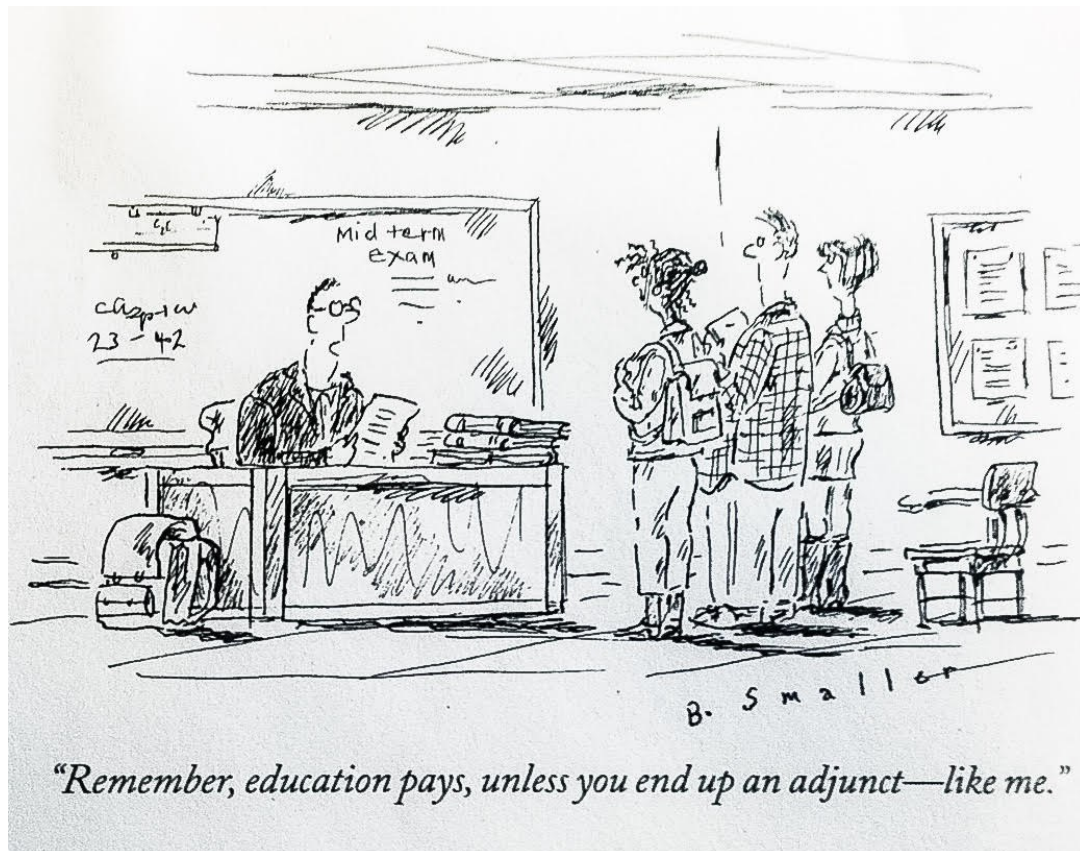
Solomon Ayo

Yolanda Segarra [1st Alt.]

EDITOR'S NOTE:

I found this cartoon in an old folder left in the Union office by prior editors for potential use in our newsletters. I don't know if it was ever used. I was the editor several years ago and never used it, because I was uneasy about it. Is it funny? Was it ever funny?

I am not a sensitive person, but I think this one, like some ethnic jokes, might be a little too close to home to laugh at. What do you think?



CHAPTER MEMBERS on STATEWIDE COMMITTEES

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Black Faculty Staff Assoc Task Force
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Douglas S. Cody

Contingent Employt Comm
Technology Issues Comm

Susan L. Conforti

Finance Comm

Henry G. Ellis

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UUP Outreach Comm

Jim Friel

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Membership Committee

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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

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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

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Technology Issues Comm
Women's Rights and Concerns

Robert Reganse

EOC Concerns Comm

Louis Scala

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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. The opinions expressed in this newsletter are those of the contributors and not necessarily those of UUPF.