



Unifier

UNITED UNIVERSITY PROFESSIONS



FARMINGDALE CHAPTER



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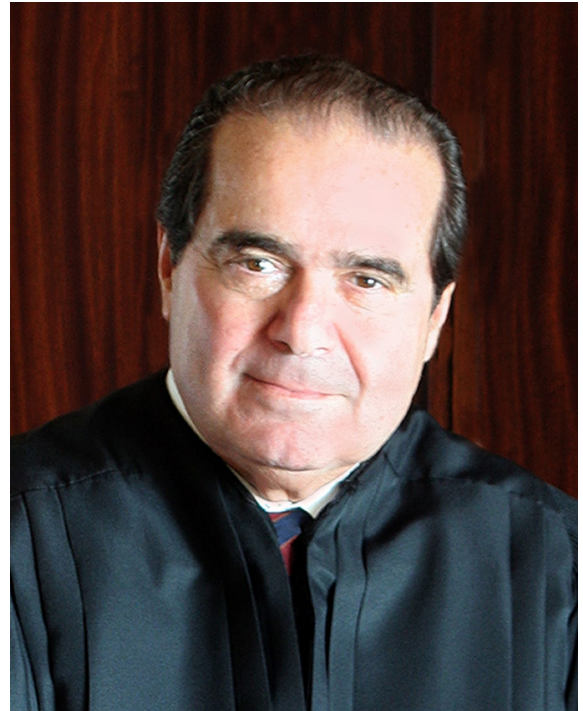
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Impact of Justice Scalia's Death

By Fred Kowal

As you know, Justice Antonin Scalia has died, leaving the US Supreme Court with 8 justices. His passing has stirred many responses, both political and legal. Though each of us, I am sure, has their own personal perspective on Scalia and his career on the Court, there is no doubt that his passing will have an impact on us in UUP.



What follows is a succinct and comprehensive message from the President Randi Weingarten of our national affiliate -- AFT -- and I urge you to read it carefully. For all of us in UUP, my message is very simple: Full speed ahead with what we started with at the Winter Delegate Assembly. First, the organizing work that is accelerating will continue. We have no certainty as to how the Court will act on Friedrichs. And the work of organizing is an absolute necessity regardless of that decision. It will make us stronger in negotiations and with our advocacy work in the legislature. Second, our financial belt tightening will also continue, with a conservative budget

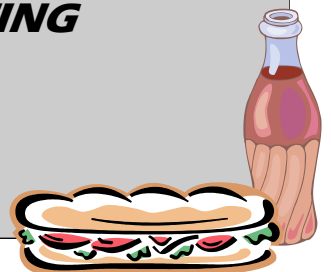
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GENERAL MEMBERSHIP MEETING

Thursday, March 17, 2016

11:00 am ◆ Gleeson Hall room 104

Please join your fellow UUPF members for lunch.



Impact of Justice Scalia's Death Continued from page 1

developed for delegates to act on at the Spring Delegate Assembly. We must be careful in our planning, as there are many other cases in the pipeline that could bring us serious harm. We also have no idea what the Republican controlled Senate will do with the President's nominee to replace Scalia, or what could occur should the Republicans take control of the White House while maintaining control of Congress - though we should have a pretty good idea!

Therefore, I urge you to continue to do all you can as part of our organizing work and to get involved in the political campaigning both at the state and national level. We need to elect friends of labor who can deliver the protections we need and the progress we are advocating for in Albany and in Washington, DC.

Here is Randi Weingarten's message:

Justice Scalia's death comes as a complete surprise. While we have disagreed with many of his opinions, we deeply respect his service and contributions to our nation's judiciary. His death raises many questions as to the disposition of cases this term, Friedrichs chief among them. While we will have a lengthy discussion on the implications of this change in the Supreme Court at the AFT executive council this coming week, here is our first take: We remain fully committed to our membership mobilization efforts. That is paramount

regardless of what happens in Friedrichs. The impact of Justice Scalia's death on pending Supreme Court cases where rulings have not been issued is not yet known. The possible outcomes are outlined below:

* Such cases may be decided by the remaining eight justices.

* If the remaining justices are split evenly, there are three choices available to them:

- 1) They could issue a 4-4 decision, which would have the impact of upholding the ruling of the Court of Appeals; in Friedrichs, that means leaving Abood (and fair-share dues) intact.
- 2) They could decide to have the case reargued in the next term of the Supreme Court once a new justice has been confirmed. (Even though Sen. McConnell has already said he would not confirm a new justice, it is conceivable that a justice could be confirmed before the end of the term. However, in order for that justice to vote on the decision, oral argument would have to be rescheduled for the benefit of that justice, which seems quite unlikely.)
- 3) The remaining justices might decide to resolve the case on procedural non-substantive grounds, meaning, for example, addressing the failure to establish a record in the courts below, thus

keeping intact the Abood precedent.

Additionally, we have been asked if an opinion or vote can be rendered posthumously. Every scholar we have consulted says no. (For example, see the SCOTUS blog at <http://www.scotusblog.com/2016/02/what-happens-to-this-terms-close-cases/>.)

We may not know the impact on Friedrichs until later in this term, perhaps as late as June. While we wait, remember that no single court case will determine the fate of the labor movement or impede the collective will of our members and our movement to improve the lives of our families and our communities. What we do know is that this development underlines the importance of the upcoming election-and the power of the president to nominate members to vacancies on the Supreme Court. The bottom line is: Please stay the course on our election efforts and our membership efforts and our preparation for a post-Friedrichs world. Thanks everyone for your solidarity and hard hard work.

In closing, please don't hesitate to call or write if you have any questions. We are in the midst of momentous days in the history of our union and our nation. As I always say, our destiny is in our hands; we simply need to seize it.

In solidarity,
Fred

President's Message

How many times did we hear our previous provost say, "The college is the faculty." She is right.

As we all know, at FSC the faculty comprises all academic and professional staff. And her statement translates into greater respect for faculty, leading to greater respect for students, leading to greater student and graduate success. So let's see how this is true right now.

Spring is approaching, and it's an appropriate time to reflect on good things. Granted, some individuals and groups at FSC are today experiencing unacceptable treatment. This can mean disrespect to staff members with years of loyal service. The serious consequence of that is, of course, disrespect from staff, including from less senior staff members who must become attuned to the vagaries of decision-making that can seem, at best, unfounded.

But the good news is that right now we can see evidence of the opposite. So we must acknowledge, and grade, some good things that are happening:

Grade: A — The naming of *current* staff members in *acing* /official management and *quasi*-management positions

This is positive. Persons with a record of loyalty and success on campus, usually members of our own bargaining unit, may well be far less apt to pander for possible professional career upgrades at the expense of their 1200+ colleagues and the college. After all, we know that Professional-Primping-for-the-Person-in-Charge, based in buttressing of an often Rube Goldberg bureaucracy, is not unheard of in SUNY.

Grade: B — The development of a draft civility policy and procedure

Years ago, when the problem of bullying and harassment had reached an acute stage in some quarters on campus, UUPF requested a task force to create a policy and procedure to ensure better behavior. In fact, it was management who suggested the title

"civility." A draft of such a document now exists and is a testament to management's acknowledgement of its need. We expect that the evolution of this unprecedented FSC document will continue.

Grade: B — The consideration and hiring of part-time staff in new PT/FT positions

We continually see the achievements of part-time staff who produce success for our students and consequently, for the college. When management moves these individuals into better positions, possibly full-time, the college encourages, by example, greater achievement from others. Plus, when these hiring decisions are based on the recommendations of full-time staff, there is a double bonus: respect for both the senior person who made the recommendation and recognition of the achievement of the junior staff member.

Grade: A — Unprecedented numbers of applicants seeking UUP/NYS IDAP awards and Nuala Drescher Awards

Thanks to the negotiated UUP/NYS Agreement, the college receives funds for the professional development of bargaining unit members. This year the number of applicants is unprecedented. So everyone wins--bargaining unit members, the college, and, most of all, our students.

Grade: C — Hiring and promotion of full-time faculty and professional staff

We appreciate this goal and acknowledge the regular hiring of past years, but still, the FT/PT ratio wavers, often downward. One unfortunate result, among many, is the urgent need for greater service from untenured full-time staff, just when their tenure decisions are increasingly dependent on scholarship. Result? Anxiety and stress, and additional service from senior faculty.

Grade: [Change of grade] F to A — Funeral notifications

Management agreed to reestablish email notification of the death of



members of the Farmingdale community, past and present, along with their immediate families. This is an essential component in fostering a sense of community. We appreciate this evidence of respect for our colleagues and the affection many of us feel for them.

Grade: C — A plan to lessen the problems of the newly configured classrooms in Gleeson Hall

We all know the story--that this very expensive change to narrow, immovable furniture and lost support equipment--like whiteboards-- happened without anyone's input. Now it will be somewhat ameliorated.

Conclusion: Even with all of this, we hope for more. Our full-time staff members must be recognized for their expertise and included in decision making (see the C- above). And there must be a remedy for the difference between their salaries and those of faculty members at other regional higher education institutions.

We also need better working conditions for adjuncts: Hard-working, poorly paid adjuncts should not live under a cloud of potential dismissal if a more trendy/ friendly/non-incendiary applicant strolls in.

We, the faculty, are 70% part-time. Thus, no one should forget the wisdom of that provost's statement: The college is the faculty—all 100% of them. This leads to excellence.

In Solidarity,
Vicki Janik



Resource & Referral Service

By Jamie Dangler

FARMINGDALE CHAPTER

EXECUTIVE BOARD

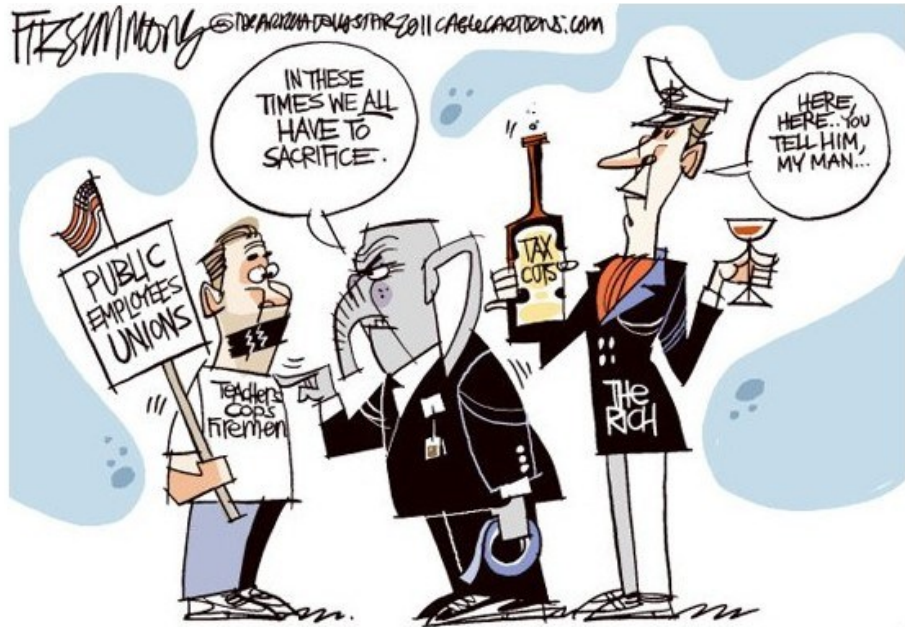
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- Solomon Ayo**
VP Professionals
- Susan Conforti**
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- Debbie Nilsen**
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- Doug Cody**
Contingents: P/T

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- EOC**
Sandrene Smart [elected]
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Lou Scala
- Grievance: Professional**
Valerie Madeska
- Health & Safety**
Theresa Dember-Neal
- Labor/Management**
Mike Smiles
- Library Concerns**
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- Outreach**
Darleyne Mayers
- Retiree Concerns**
Barbara Maertz
- Webmaster**
Harry Espaillat

- DELEGATES**
- Academic [8]**
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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.]

The contract for the NYS-Balance resource and referral service, jointly funded by the State and the unions, expired on December 31, 2015. If you need information or assistance related to resources and referrals, please contact the NYS Employee Assistance Program (EAP) at (800) 822-0244 (24/7) or nyseap@eap.ny.gov. You will

be connected with an EAP coordinator who will be able to provide you with customized resources and referrals for a wide range of issues including work, family, daily life, finances, health and well-being, mental health, addiction, and stress. A list of EAP coordinators is available at http://www.worklife.ny.gov/eap/coordinatorlist.cfm?limit_to=all. ♦



CHAPTER MEMBERS on STATEWIDE COMMITTEES

- | | | |
|--|---|--|
| <ul style="list-style-type: none"> Solomon O. Ayo
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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
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Membership Committee Vicki K. Janik
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Women's Rights and Concerns * | <ul style="list-style-type: none"> 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 | <ul style="list-style-type: none"> 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
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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.