



Unifier

UNITED UNIVERSITY PROFESSIONS

◆ FARMINGDALE CHAPTER

◆ October 2016



In this issue

- ◆ Professionals' Corner PAGE 2
- ◆ President's Message PAGE 3
- ◆ Labor-Management PAGE 4
- ◆ Public Employee Contracts PAGE 5
- ◆ IDAP Awards PAGE 6
Membership Headcount
- ◆ Delegate Assembly PAGE 7
- ◆ NYSUT Endorsement PAGE 8
Workshop for Part-time Professionals

UUPF Office

Ward Hall

First Floor, West Wing

Tel: 631-694-UUPF (8873)

Fax: 631-694-3370

uupfdamato@aol.com

www.uupfarm.org

Rock the Vote!

By Lou Scala



UUPF hosted a Voter Registration Drive on Tuesday, October 4, 2016. This year's "Rock the Vote" was held in the lobby of the FSC Campus Center. It was a huge success with over 50 students and one faculty member, registering to vote or filling out absentee ballots. We want to especially thank those members of UUPF who volunteered to sit at the our table, or who dropped by to show their support! ◆

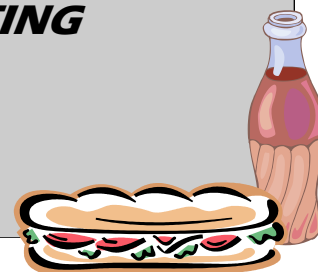


GENERAL MEMBERSHIP MEETING

Thursday, October 20, 2016

11:00 am ◆ Gleeson Hall room 104

Please join your fellow UUPF members for lunch.



Professionals' Corner

By Solomon Ayo

Its election time again! We are back to the reality of another great and empowering opportunity to participate in our civic duty. If you vote you have control, if you don't, you lose control until the next election. Regardless of whether one is satisfied, dissatisfied, or neutral on social issues, voting for your interest, matters.

"All politics are local." As corporate America looks out for its own needs and its own bottom-line at the local level, you have a responsibility to look out for yours too – starting with protecting your job and protecting your hard earned union benefits. It is not news to learn that corporate funding in politics and donations to a politician's election bid is astronomical. The question is, what are you doing about it to protect your livelihood? Are you contributing to VOTECOPE? If not, I encourage you to pick up a form at the UUP office in Ward Hall or sign up at this website <http://uupinfo.org/votecopec/index.php>.

The VOTECOPE fund is the only money that your union can use for political activities. It helps to counter the aggressive nature of special influence on education

and on our local social and economic lives. It is the only fund that can be used to present our case against the special interest groups who could have a serious impact on *YOUR JOB SECURITY*. It is the only fund that your union can use to lobby or advocate laws that will protect your job from being outsourced and push back such pressure groups.

There is strength in numbers; to protect YOUR interest, UUP very much relies on the strength in the number of its members to mobilize and vote on Election Day. While the union may not have the billions of special interest dollars to advertise, UUP has the numbers. So, go out and vote for your BREAD AND BUTTER. It is the number of votes for or against that gets politicians elected and to pay attention to their constituents' needs.

There is a lot at stake this November for academic unions. It is simple, regardless of party affiliations; a victory for the person who is pro-education is a victory for your job protection and for your livelihood and that of your immediate family

members. For issues pertaining to faculty, staff, and students, one should consider each political party's candidates' positions on the following topics: college affordability, student debt, privatization of schools, and, of course, the candidates' position on union rights. For the New York state elections, visit the NYSUT website for a list of endorsed candidates who support education. The choice is yours, but be sure to VOTE! ♦



**AT
CHANGING TIMES**

**TUESDAY
October 25th**

4:00 — 6:00 PM

**Hot Buffet
& TWO FREE DRINKS
Compliments of
Your UUP Chapter**

Raffle Tickets on sale
(winners must be present to win)

PLEASE RSVP: uupfdamato@aol.com

President's Message

Part-time Contingent Update

Remember last year? We read Oneonta's excellent news that Management had agreed to give part-time and contingent faculty a 20% raise.

Now last month, more excellent news--this time from UAlbany. The UAlbany UUPF chapter president sent the following message:

I'm pleased to write with a bit of good news from UAlbany about recent gains we've achieved for Contingent Faculty on our campus.

The minimum adjunct salary has been raised from \$2800-\$3600 starting this fall....

The campus has made considerable advances in ensuring two-courses for most part-time academics, providing eligibility for health care....

They have also increasingly moved to one-year rather than semesterly contracts....

We are hoping to see an additional salary increase next year....

We also think it is realistically possible to expect longer term contracts, and some kind of pathway to permanency, particularly for our full-time lecturers. (Bret Benjamin, September 26, 2016)

For a very long time here at Farmingdale UUPF has been asking/pleading/requesting/demanding/advocating—you pick the verb—for the same improvements. We are hopeful.

At UAlbany, Management now shows that they get it. They

implicitly admit that when UAlbany is educating and serving students, much of the time it is thanks to the efforts of outstanding part-time/contingent staff members.

But these are staff members who earn poverty wages--wages that make college professors eligible for food stamps.

It seems UAlbany is trying to fix that. Apparently UAlbany Management recognizes:

- ♦ inequity to part-time and contingent staff
- ♦ non-inclusion of part-time and contingent staff as respected professionals.

They see that these problems need to be at the top of any priority list because SUNY's main job is educating students. So UAlbany is moving to improve working conditions and pay for professionals and teachers. This shows them *respect* as professional staff.

Now we all know that showing respect is necessary in any long-term, successful human interaction. But food stamps and college teaching are not a respect-engendering pair.

UAlbany is no more noble or ethical or moral than Farmingdale. So we have hope that our Managers will show us even greater respect than UAlbany. It is well-deserved by *our* outstanding part-time and contingent professional and academic staff.

In Solidarity,
Vicki Janik



LAST MONTH'S QUESTION:
When do full-time teachers earn less than adjuncts?

ANSWER: When they teach in summer school.

EXPLANATION:

Over the years adjunct instructors who teach during the academic year have received negotiated raises on their hourly wage. Although annually it is a meager amount, it does accumulate over the years.

Full-time faculty also receive negotiated salary increases on their base pay. But not in the summer! In the summer, they are on their own as permanent newcomers. They always receive only the lowest base pay for their rank.

Some full-time faculty who have taught summer school for many years are earning a few hundred dollars less than their adjunct brothers and sisters.

Maybe full-time faculty are supposed to be satisfied that they at least have a full-time job??

Local Labor-Management

By Michael Smiles

A Labor-Management Meeting between UUPF and Farmingdale management was held on October 3, 2016. Below is a review of the topics discussed.

1. Personal Safety Committee

UUPF had concerns about the operations of this committee, e.g. membership, frequency of meetings and type of issues discussed at meetings. Management said that the committee meets once a semester depending on the issues that are raised. Some issues are of such concern that they must be handled immediately and cannot be delayed until a scheduled meeting.

Therefore there are two ways to address safety issues that may arise on campus. One way is to send a 'work order' to physical plant to resolve the problem. However, if you are uncomfortable about sending 'work orders', you can call or send an e-mail to Marvin Fischer, head of campus police, and he will forward the issue to the appropriate office. He will also e-mail you back to inform you of the disposition of the matter. He will also 'cc' members of the committee to keep them informed.

UUPF's representative on this committee is Teresa Dember-Neal and you may also contact her if you have questions about potential safety concerns.

2. Swipe Cards Not Working

UUPF had calls from some members with classes at 'odd' hours whose swipe cards did not work and, therefore, could not get into their classrooms. If this occurs, call campus police, x2111, and they will usually come within 10 minutes to open the classroom. You should then check with your chairperson to hopefully resolve the problem.

3. On-line Teaching Issues

Concerns of academic freedom and ownership were raised in the teaching of on-line courses. Management assured UUPF that there is no intent to infringe on academic freedom as new guidelines are developed when teaching on-line. They are only developing the 'shell' of the course and instructors will always have the right to work within the shell as they wish, e.g. text book selection, video selection, testing, etc.

In addition, it was acknowledged that SUNY policy gives the developer of the on-line course ownership the course. No one else may teach that on-line course without that individual's permission.

4. Class Cancellation

UUPF raised concerns about the new policy of cancelling under-enrolled classes almost a month before the start of the

semester. Management feels early class cancellation is more efficient and fairer for faculty to plan ahead than cancelling under-enrolled classes at the last minute. They indicated they will review how things worked before deciding if this policy will become permanent.

5. Handicapped Parking

UUPF has received some complaints about the location of handicapped parking spaces and the difficulty of accessing certain buildings. Management indicated that the master plan of the campus eliminates for safety reasons all vehicular traffic from the 'campus core'. The master plan is available to everyone in the library. They indicated that if individuals are having difficulty reaching buildings, they should call campus police and they would assist that person in getting to their classroom.

6. Summer School Teaching

UUPF requested that teaching assignments for summer school be assigned in the same manner that teaching assignments are handled during the regular semester within that department. UUPF indicated that have become aware that this has not been done in some areas. Management indicated that they will look into this concern and get back to us. ♦



Information About NYS Public Employee Contracts

As you have read in the Negotiations Bulletin, many of our rights are preserved during negotiations. But we should have some information about the acronyms and key terms so that we understand who does what and why.

The Taylor Law *or the Triborough Amendment of the Public Employees Fair Employment Act*

Named after George W. Taylor, a labor researcher, the Taylor Law became effective on September 1, 1967, as the first comprehensive labor relations law in the state and one of the first in the country.

The Taylor Law:

- ♦ grants public employees the right to organize and to be represented by employee organizations of their own choice for counties, cities, towns, villages, school districts, public authorities or certain special service districts in New York State
- ♦ requires public employers to negotiate and enter into agreements with public employee organizations regarding their employees' terms and conditions of employment
- ♦ establishes impasse procedures for the resolution of collective bargaining disputes
- ♦ defines and prohibits improper practices by public

- employers and public employee organizations
- ♦ prohibits strikes by public employees
- ♦ establishes a state agency to administer the Law — the Public Employment Relations Board (PERB).

GOER The Governor's Office of Employees Relations

GOER is the Governor's representative in employee relations matters. Its mission is to advance the performance of state government through collaborative labor relations, workforce training, education, and benefits.

According to its website its responsibilities are to:

- ♦ negotiate, implement, and administer collective bargaining agreements
- ♦ provide advice and technical assistance to managers, supervisors, and human resource professionals related to personnel rules, regulations, policies, and contract administration issues
- ♦ ensure compensation and benefit programs for State employees are cost-effective
- ♦ offer training and development programs designed to increase the competency of the State workforce
- ♦ plan for a changing workplace in partnership with the unions and the Department of Civil Service

- ♦ promote and maintain a safe and healthy workforce

(www.goer.ny.gov/GOER_information/About.cfm)

PERB The New York State Public Employment Relations Board

PERB was created as an independent, neutral agency to administer the Taylor Law. The three member Board is appointed by the Governor, with the consent of the State Senate. It is used by the Governor's Office of Employee Relations in negotiations with public employee unions.

The Board's major responsibility is to act as an umpire in disputes arising under the Taylor Law.

Other responsibilities include:

- ♦ administration of the Taylor Law statewide
- ♦ resolution of representation disputes
- ♦ provision of impasse resolution services
- ♦ adjudication of improper practice charges
- ♦ designation of management/confidential employees
- ♦ determination of employee organization responsibility for striking and ordering forfeiture of dues and agency fee check-off privileges
- ♦ administration of grievance and interest arbitration panels

(www.perb.ny.gov/stat.asp)

Financial Awards for Academic and Professional Staff 2016–2017



Individual Development Awards Program (IDAP)

will continue to be funded for **nine months** of the 2016-2017 academic year. That means professional activities must be completed between July 2, 2016 and March 31, 2017.

Our campus will receive an amount to distribute similar to that received last year. A minimum of 15% of these funds is designated for part-time staff. The IDAP Committee is being chaired by Management this year and the committee comprises six members:

- ♦ Amit Bandyopadhyay, UUPF
- ♦ Theresa Dember-Neal, UUPF

- ♦ Alliso Puff, Management
- ♦ Denny Ryman, Management, Chair
- ♦ Jill Silvestri, Management
- ♦ Cheryl Stratigos, UUPF

Awards are available to both full-time and part-time professional staff members for support of their professional activities—activities that enhance teaching, research capabilities, and professional knowledge and skills—but not for the purchase of equipment or supplies or for support of activities unrelated to their SUNY profession.

Please go the NYS/UUP Joint Labor-Management Committees website at www.nysuup.lmc.ny.gov for guidelines and the application form. Deadlines will

be published, but you will need to submit materials well before March 31, 2017.

In the meantime, be sure to **save all receipts** and other evidence of professional expenses.

Nuala Drescher Leaves are not funded for the 2016-2017 academic year and will not be continued until a new contract is in place.

Calendar Year Employee Leaves and Campus Grants for the 2016- 2017 academic year will be funded thanks to a UUP/ State agreement. ♦

SUNY: Who Are They and Who Are We?

Full-time/ Part-time Headcount Spring 2016

When we compare the spring 2016 headcount of adjunct faculty and part-time professionals at various SUNY campuses, Farmingdale State College is stunningly off the charts. Part-time employees do the most important work of our college—teach and serve our students.

Our dependence on them is overwhelming. Yet SUNY repays them with embarrassing pay, often erratic work hours, and endlessly stressful job security. We are the Farmingdale community, so we should do better.. ♦

**Universities, hospitals, and other campuses have lower percentages of part-time staff.*

CAMPUS	F/T ACAD	F/T PROF	P/T ACAD	P/T PROF	TOTAL
ALFRED	155	133	75	31	394
BROCKPORT	350	275	276	79	980
BUFFALO STATE	378	380	427	83	1268
CANTON	117	120	101	51	389
COBLESKILL	105	125	59	26	315
CORTLAND	294	234	287	27	842
DELHI	143	123	97	28	391
FARMINGDALE	222	189	493	135	1039
FREDONIA	250	165	197	41	653
GENESEO	252	178	116	47	593
MORRISVILLE	142	133	72	55	402
NEW PALTZ	358	366	262	53	939
OLD WESTBURY	164	136	204	10	514
ONEONTA	280	243	205	38	766
OSWEGO	330	238	284	60	912
PLATTSBURG	282	200	173	79	734
POTSDAM	241	154	129	23	547
PURCHASE	180	264	260	113	817

Delegate Assembly



L-R: Lou Scala, Darleyne Meyers, Robert Reganse, Barbara Maertz, Yolanda Segarra, Faye Samuel, Vicki Janik, Marty Schneider, Solomon Ayo, Debbie Nilsen

UUPF Working for You



← UUP Delegates hard at work despite a fire in the hotel!
Part-time members receive the Faye Samuel Award. ↓





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
Solomon Ayo
Health & Safety
Theresa Dember-Neal
Labor/Management
Mike Smiles
Library Concerns
[to be elected]
Membership
Sandra Hustedt
**New Members &
Mentors Coordinator**
Dolores Ciaccio
Newsletter
Yolanda Segarra
Outreach
Darleyne Mayers
Retiree Concerns
Barbara Maertz
Webmaster
Harry Espallat

DELEGATES

Academic
Amit Bandyopadhyay
Doug Cody
Henry Ellis
John Masserwick
Anjana Mebane-Cruz
Margaret Porciello
Robert Reganse
Fayez Samuel
Lou Scala
Mike Smiles
Professional
Barbara Maertz
Debbie Nilsen
Darleyne Mayers
Solomon Ayo
Yolanda Segarra



**FYI: In this
Presidential Election**

**NEW YORK STATE
UNITED TEACHERS**

Our parent organization

**HAS ENDORSED
Hillary Clinton**

**SAVE
THE
DATE**

**Thursday,
November 10th**

Did You Know...

A workshop for
Part-Time Professionals

We are experiencing an increasing number of part-time professional hires. This workshop is designed to address issues specific to you, including benefits and job protections.

Pass the word!

PLEASE RSVP: uupfdamato@aol.com

CHAPTER MEMBERS on STATEWIDE COMMITTEES

Solomon O. Ayo
Affirmative Action
Comm of VPs for Professionals
Amit Bandyopadhyay
Contingent Employment
Douglas S. Cody
Contingent Employment
Susan Conforti
Finance
Harry Espallat
Technology Issues

Sandy Hustedt
Membership Committee
Vicki K. Janik
Comm of Chapter Presidents
Contingent Employment
Grievance
Women's Rights and Concerns *
Barbara T. Maertz
Active Retired Membership
Finance
Task Force on Retirees
Outreach

Darleyne E. Mayers
Affirmative Action *
Deborah-Ann R. Nilsen
Membership
Robert Reganse
Task Force on Retirees
Louis Scala
Grievance
Mike Smiles
Comm of VPs for Academics

* 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.