



Unifier

UNITED UNIVERSITY PROFESSIONS



FARMINGDALE CHAPTER



OCTOBER 2017



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On Election Day Tuesday, November 7, 2017 For the protection of



Your pension



Your health insurance



Your environment



Your Workers' Compensation



Your negotiated contract

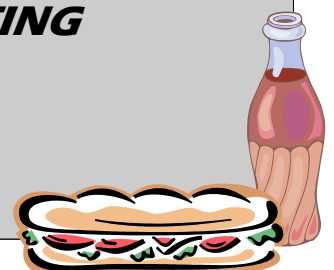
VOTE **NO** on the Constitutional Convention

GENERAL MEMBERSHIP MEETING

Thursday, October 19, 2017

11:00 am ♦ Gleeson Hall room 104

Please join your fellow UUPF members for lunch.



Professionals' Corner

The Workplace Stress Dilemma

By Harry Gabriel Espallat

Workplace stress is a national problem that affects everyone differently. It is responsible for poor productivity, physical ailments, mental distress, and violence just to name a few.

Job stress can be defined as the harmful physical and emotional responses that occur when the requirements of the job do not match the capabilities, resources, or needs of the worker. In the workplace, it is a problem with harmful effect to our health, social life and our mental stability. Sometimes we believe--either out of ignorance or pride--that taking extra responsibilities will make us promotable, but the truth is far different from our expectations. Complacency does not equal promotions. Complacency equates to heavier workloads on behalf of the management.

It is important to mention that continued orchestrated attempts between political leaders and business lobbyist from around the country to diminish the union's bargaining powers will only worsen the working conditions contributing to workplace stress.

Job conditions that may lead to stress

The Design of Tasks. Heavy workload, infrequent rest breaks, long work hours and shiftwork; hectic and routine tasks that have little inherent meaning, do not utilize workers' skills, and provide little sense of control.

Management Style. Lack of participation by workers in decision-making, poor commu-

nication in the organization, lack of family-friendly policies.

Interpersonal Relationships. Poor social environment and lack of support or help from coworkers and supervisors.

Work Roles. Conflicting or uncertain job expectations, too much responsibility, too many "hats to wear."

Career Concerns. Job insecurity and lack of opportunity for growth, advancement, or promotion; rapid changes for which workers are unprepared.

Environmental Conditions. Unpleasant or dangerous physical conditions such as crowding, noise, air pollution, or ergonomic problems.

What are the signs of stress in the workplace?

Physical symptoms include:

- ♦ Fatigue.
- ♦ Muscular tension.
- ♦ Headaches.
- ♦ Heart palpitations.
- ♦ Sleeping difficulties, such as insomnia.
- ♦ Gastrointestinal upsets, such as diarrhea or constipation.
- ♦ Dermatological disorders.
- ♦ Depression
- ♦ Bipolar disorder
- ♦ Attention Deficit Hyperactivity Disorder (ADHD)
- ♦ Anxiety disorders

What can I do not to be stressed at work?

- ♦ Establish boundaries. *In today's digital world, it is easy to feel pressure to be available 24 hours a day. Establish some work-life boundaries for yourself. That*



might mean making a rule not to check email from home in the evening, or not answering the phone during dinner.

- ♦ Track your stressors.
- ♦ Develop healthy responses.
- ♦ Take time to recharge.
- ♦ Learn how to relax.
- ♦ Get some support.

In addition to these suggestions, I strongly suggest sticking to the following guidelines:

- ♦ Make sure to meet your professional obligations every time you come to work.
- ♦ Take a break whenever you feel physically or mentally exhausted.
- ♦ Stay away from arguments and gossips.
- ♦ If you receive an after-hours call from the job, you're not required to respond.

Most of us experience stress at the workplace, but if we follow some simple advices and identify its sources, we could make the best of our day and eventually like our jobs. ♦

President's Message

Welcome Back

First, if you see nothing else in this newsletter, PLEASE READ PAGE 1. Your November 7 “NO” vote on the State Constitutional Convention is absolutely essential. But in addition...

This autumn the big National-Issue-That-Everyone-Is-Talking-About is **Tax Cuts**.

As our own Bob Reganse has often said, “Taxes? All you need to do is look at Kansas.” So okay, let’s take his advice, go beyond New York, and look at Kansas.

What happened there? In 2012 and 2013, Kansas Governor Sam Brownback (R) gained a state budget that was based on unprecedented tax cuts—just like those same folks are debating now at the national level.

But these Kansas tax cuts suddenly appeared, like Dorothy’s tornado. Here’s some highlights:

- ♦ The plan included taxes cuts of \$3.7 billion over five years with projected deficits reaching \$2.5 billion in 2018.
- ♦ The highest tax rate was cut from 6.45% down to 4.9%
- ♦ The lowest tax rate was cut from 3.5% to 3%.
- ♦ Sales tax was cut by .6%.
- ♦ (But tax *credits* were cut for childcare for working parents and care for the disabled as well as for food sales tax rebates.)

- ♦ Finally, so-called “pass-through taxes” (that is, taxes on *non-wage* income from sole proprietorships, partnerships, limited liability corporations, and other personal businesses) were lowered to 0% (that’s **zero**). This could include, for example, any privately-owned business like Google and Facebook before they went public, or L. L. Bean, the Trump Organization, a medical arts center, an electrical supply company, or your work as a private contractor.

“My faith is in the people of Kansas,” said the governor, “not its government. This a real-live experiment!”

The experiment continued for four plus years. So what happened?

- ♦ First, the people of Kansas are not stupid. As you might expect, the number of non-wage income earners grew. Citizens simply “recharacterized” their income from labor to business. (Remember that personal businesses pay no tax.)
- ♦ Interest rates skyrocketed on state-issued bonds.
- ♦ The deficit grew over \$280 million dollars.
- ♦ Support for education shrank so precipitously that the



Kansas State Supreme Court ruled that Kansas funding for education was unconstitutional.

- ♦ Police and fire protection fell well below national averages.
- ♦ The Kansas economy declined lower than the nation’s, lower than those in neighboring states, and lower even than its own economy before this real-live experiment.
- ♦ Hoped-for new businesses failed to come to Kansas. Why? Kansas didn’t have the schools, health care, and infrastructure people wanted. Plus, businesses want demand for their goods and services, and Kansans just no longer could muster up enough demand.
- ♦ Finally, approval for the governor drifted down to around 25%, coming in at 49th in the nation.

— Continued on page 11

DCAA Employer Contribution Sunset

The open enrollment period for the 2018 Flex Spending Accounts (Health Care Spending Account and Dependent Care Advantage Account) has begun and will continue through November 6. UUP members are eligible to enroll in these pre-tax savings programs.

Under previous UUP-NYS contracts, UUP members who enrolled for a Dependent Care Advantage Account were also eligible for an **employer contribution** to their DCAAccount to assist with dependent care expenses. While we expect the employer contribution to be restored once a new contract between UUP and the State is ratified, the employer contribution has now “sunset” following the expiration of the 2011-2016 Agreement and the State has not agreed to provide an employer contribution while contract negotiations are still in process.

Although the DCAA employer contribution is not currently available, interested members are strongly encouraged to enroll in the DCAA without it.

Enrolling with an employee contribution for 2018 will still result in significant savings on dependent care expenses. In addition, it is the best way to protect eligibility for an employer contribution when contract negotiations conclude and the employer contribution becomes available for 2018.

Members who enroll in DCCA may enroll for an employee contribution of any amount from \$1 to \$5,000. Once a new contract is ratified and an employer contribution becomes available existing DCAAccounts will be credited with the employer contribution. When this occurs:

- Members who have enrolled with employee contributions of **less than** the value of the employer contribution will have their DCAAccount credited with the amount of their employer contribution and their employee contributions will be refunded back to them.
- Members who have enrolled with employee contributions of **greater than** the value of the employer contribution will have their DCAAccount credited with the amount of their employer contribution. The equivalent amount of employee contributions will be refunded back to them. The total value of their DCAAccount will not be increased.

Interested members should visit www.flexspend.ny.gov for additional information and to access online enrollment before the close of the open enrollment period at midnight on November 6.

COULD THIS BE DISCIPLINE...?

What to do, *always*, if you are contacted to meet with a supervisor...

1. Ask the topic to be discussed when you are contacted.
2. If the meeting topic sounds as if it could be disciplinary:
 - A. Contact your UUP representative to attend with you.
 - B. Contact the supervisor and say that you will bring a UUP representative
 - C. Do not go into the meeting without this representative.
3. If the meeting topic does not sound as if it will be disciplinary:
 - A. Enjoy the meeting.

OR

 - B. If, during the meeting, the tone seems to become negative, tell the supervisor that you would like the meeting to be recessed until you have a union representative to attend with you.



**AT
CHANGING TIMES**

**TUESDAY
October 24th**

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

Continued from page 3

Thus, in 2016 Brownback's fellow party members were forced to create a cobbled-together, less-than-happy ending. They wanted to be able to declare to everybody, "Hey! It's okay! We're not in [that] Kansas anymore!"

The legislature repealed many of the governor's tax cuts by over a two-thirds majority, since Brownback vetoed a repeal on the first try. With good luck, the repeal is scheduled to bring in \$1.2 billion over two years by raising the top tax rate and once again taxing pass-through income.

But it's not easy to dig yourself out of a hole that you dug for yourself.

So next time someone says that Kansas was on the right track but the governor just made



a couple of small errors, remember that Brownback was no wizard and his tax-cut-prosperity was a greater fantasy than Oz.

In Solidarity,
Vicki Janik

Our Honored Union History

By Daniel Scott Marrone

The Wagner Act Guarantees Collective Bargaining & the Right of Workers to Unionize

Following the Civil War (1861-1865), the nation entered into an inexorable trend toward industrialization and mass production. For maximizing competitiveness and profits, this form of manufacturing requires constant pressure to enlarge production yields. There has been a relentless effort to minimize costs. Since industrialists hold enormous economic power over the workforce, cost cutting often leads to an assault on workers' rights and benefits. In response, labor unions were formed to create and accumulate the collective bargaining power of employees to help "even the playing field" with management.

From the late 19th century until 1929, labor unions made inconsistent progress with only limited favorable federal and state legislation as well as court decisions. In the early thirties, the situation worsened for the labor movement. The U.S. economy began to plummet, and employees across the nation were turned away from padlocked factories. At times, unemployment during the Great Depression soared to over 25 percent!

Franklin Delano Roosevelt became president promising to help lead the U.S.A. out of its economic morass. FDR assured a beleaguered nation with his 1933 inauguration phrase, "The only thing we have to fear is fear itself". The greatest and most lasting achievements of the New Deal Era were undoubtedly the Social Security Act and the Wagner Act, both passed into law in 1935.

President Franklin D. Roosevelt signing into law the Social Security Act of 1935.

Poster showing FDR strongly

supported labor unions.

Born within the Prussian region of Germany in 1877, Robert Ferdinand Wagner I came to the U.S.A. at eight years of age. A consummate politician, he was first elected a NY State Senator in 1909 and was re-elected nine additional times. Following the horrible tragedy of 146 deaths resulting from the Triangle Shirtwaist Factory fire in 1911, Wagner was appointed the Factory Investigating Committee Chairman, a role in which he served until 1915. Elected U.S. Senator in 1926, Wagner was a tireless leader in protecting workers' rights. In early 1935, he introduced to Congress a bill titled the National Labor Relations Act, which was quickly passed by a progressive majority in both the House of Representatives and the Senate. FDR enthusiastically signed it into law on July 5, 1935. The National Labor Relations Board was established with this law, which is more commonly called the Wagner Act. The NLRB is federally funded as an independent agency similar to the Federal Reserve Board. The NLRB actively promotes the use of collective bargaining to avoid lockouts and strikes and utilizes regulatory powers to sanction employers—and at times unions—that violate labor laws.

U.S. Senator Robert F. Wagner (1877-1953).

The NLRB also sets up and monitors employees' elections for the purpose of choosing union representation. If a majority of workers vote for a union, the NLRB will officially declare that the union may enter into collective bargaining on behalf of employees. With



U.S. Senator Robert F. Wagner (1877-1953)

collective bargaining, workers are afforded union representation amidst negotiations with employers. The NLRB will also advocate for additional employees' rights protections. This occurred, for example, in 1990 when the civil rights of handicapped individuals became protected within the Americans with Disabilities Act. This 1990 law expands the legal protections afforded employees within the 1935 Wagner Act.

Robert F. Wagner I was elected U.S. Senator a total of four times. However, he did not finish his last term due to ill health. For this reason, he resigned on June 28, 1949 and passed away on May 4, 1953. Less than a year later, his son, Robert F. Wagner II (1910-1991), usually referred to as Bob Wagner, Jr., became mayor of New York City. He served three terms from 1954 to 1965. Robert F. "Bobby" Wagner III (1944-1993) served for more than two decades in various NYC government leadership positions including Deputy Mayor for Policy; Head of the City Planning Commission; Head of the Health and Hospitals Commission; and President of the Board of Education. ♦

Four Simple Lessons I Learned By Attending the Labor Day Parade

By Lou Scala

On September 9 I attended the annual Labor Day Parade on Fifth Avenue in New York City. Thousands of marchers enjoyed the late summer day, a day that left me with four important ideas:

1. Going to the Labor Day Parade with my colleague Harry Espaillat, Vice President of Professionals, gave both of us an opportunity to “talk shop” about UUPF issues, bond as union brothers, and allowed us to connect as human beings.
2. We met with other UUP brothers and sisters from other campuses-- SUNY Albany, Downstate Medical, Old Westbury, and Stony Brook West Campus, and Stony Brook Health Sciences.
3. We could observe the rich diversity of the labor movement, as many unions were represented—Local 3 of the International Brotherhood of Electrical Workers (IBEW: electricians); the Postal Union, the Printers Union, the Teamsters, and many more.
4. Most of all, it made me remember the sacrifices of our many union brothers and sisters who often sacrificed



their jobs, their health, their freedom, and even their lives, so that you and I can enjoy a safer, more satisfying, and more rewarding life.



Productivity Enhancement Program (PEP) Sunset

The “Planning for Option Transfer” materials that our members recently received, which announced the open enrollment period for the Productivity Enhancement Program (PEP) for 2018, excluded UUP-represented employees from eligibility for 2018. This occurred because PEP also “sunset” following the expiration of the 2011-2016 State/UUP Agreement absent separate agreement to extend it. While we also expect that PEP will be restored following ratification of a new UUP/NYS Contract, the State has not agreed to extend it while contract negotiations are still in process.



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Are You a Member?

Thomas P. DiNapoli New York State Comptroller		JOHN DOE		Total Gross Pay: 1,234.56 Current YTD: 34,567.89 Net Pay: 1,234.56	
Advice #	123456789	Pay Start Date	09/10/2015	Net Pay 1,234.56	
Advice Date	09/10/2015	Pay End Date	09/24/2016		
Department ID	1234			Pay Rate	56,789.10
EARNINGS					
	Current	YTD		Current	YTD
Hourly Rate	14.50	58.00	Hourly Rate	14.50	58.00
Basic Pay	58.00	58.00	Basic Pay	58.00	58.00
TAXES					
	Current	YTD		Current	YTD
Fed Withholding	2,456.70	2,456.70	Fed Withholding	2,456.70	2,456.70
State Withholding	456.78	456.78	State Withholding	456.78	456.78
Local Withholding	123.45	123.45	Local Withholding	123.45	123.45
Other Deductions	123.45	123.45	Other Deductions	123.45	123.45
BEFORE TAX DEDUCTIONS					
	Current	YTD		Current	YTD
Gross Pay	58.00	58.00	Gross Pay	58.00	58.00
Other Deductions	123.45	123.45	Other Deductions	123.45	123.45
Net Pay	45.55	45.55	Net Pay	45.55	45.55
AFTER TAX DEDUCTIONS					
	Current	YTD		Current	YTD
Gross Pay	58.00	58.00	Gross Pay	58.00	58.00
Other Deductions	123.45	123.45	Other Deductions	123.45	123.45
Net Pay	45.55	45.55	Net Pay	45.55	45.55

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.

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Affirmative Action
Grievance

Amit Bandyopadhyay

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