



Unifier

UNITED UNIVERSITY PROFESSIONS

♦ FARMINGDALE CHAPTER

♦ FEBRUARY 2018



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Hear ye! Hear ye! Workshop for Academics

This semester we expect to hold a workshop for academics, similar to the one presented for professionals last month. Members have identified a number of academic issues of concern that should be addressed, including salary inequity, workload, and compensation for department chairs. Other topics involve adjunct faculty, which have been and will again be taken up in another forum. Briefly, here are the issues:

Salary Inequity — Salary inequity can begin with inequitable starting salaries and can grow with inequitable promotions and other career advancements, and percentage on base salary increases—longevity itself. This may affect various groups of bargaining unit members, who may often, but not necessarily, be members of protected classes.

“Pay compression,” or salary compression, is “the situation that occurs when there is only a small difference in pay between employees regardless of their skills or experience. It results from market-rate for a given job outpacing the increase historically given by the organization to high tenure employees” (US Legal). In some cases, salaries of new hires may even be higher than salaries of faculty members with similar credentials who have worked at the college for many years.

Workload Creep — Workload creep can develop in a number of ways: increases in class size; mandates for increasing numbers of reports, documentation, and other forms of record keeping; demands for increasing department committee service; or mandates for attendance at increasing numbers of workshops and other meetings. All of this may be piled on top of greater demands for scholarship.

Compensation of Department Chairs — According to Article 25 in the *Agreement*, chairs' stipends may not be greater than 10% of base salary during the academic year and 10% during summer school (total

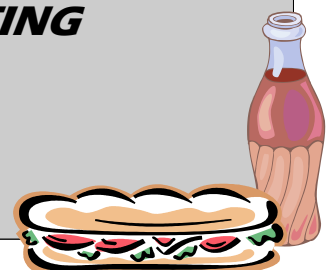
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GENERAL MEMBERSHIP MEETING

Thursday, February 15, 2018

11:00 am ♦ Gleeson Hall room 104

Please join your fellow UUPF members for lunch.



Professionals' Corner

Time for Collective ACTION!

By Harry Gabriel Espallat

Rally on March 1st

Welcome back to a new semester. It feels like a millennium since our last contract. It appears that the Governor and SUNY are maintaining their previous stance of not meeting regularly with our negotiating team to agree on reasonable salary increases, and better working conditions. So we ask for your participation once again at a rally on March 1st. This will be a coordinated effort among all SUNY campuses to let the Governor and SUNY know that we are negotiating in good faith, and we are running out of patience.

Unions around the country

are under attack from several sources which threaten to undo decades of progress achieved by organized labor. UUP-ers contribute to the



success of our public higher-education system, and inaction by the Governor and SUNY are unequivocally a threat to us. That is why our next rally on Thursday, March 1st is so important.

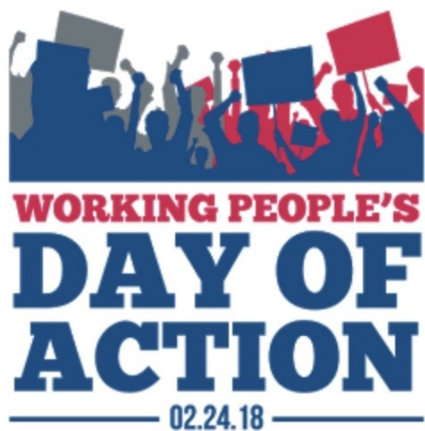
We need each and every member to lend their voices to the cause, to fight for a better contract, and demand respect for our service! Stay tuned for details about our March 1st event. Let's show



them that we're done bargaining, and tired of waiting. It's time for collective ACTION!

Breaks in the Workplace

A few weeks ago, I attended the UUP Delegate Assembly in Albany. There was a Q&A among new Professional Delegates that bears repeating – it was about *Taking Breaks*. A similar question came up during our local workshop on Performance Programs. Our chapter LRS and I decided that a clearer response is in order, because the question does not have a simple answer. According to our negotiated contract, Professional Staff do not have prescribed, limited or defined breaks. When you take a break, you must do so judiciously, so as not to interfere with the general operation of your department. Your "schedule, calendar and clock" is determined by your professional obligations. If you have received a directive which is contrary to this, feel free to contact me directly. ♦



Saturday
February 24, 2018

11:00 am at Foley Square
111 Worth Street
New York, NY

Register at:
www.uupinfo.org
to fight back against
threats to your union

President's Message

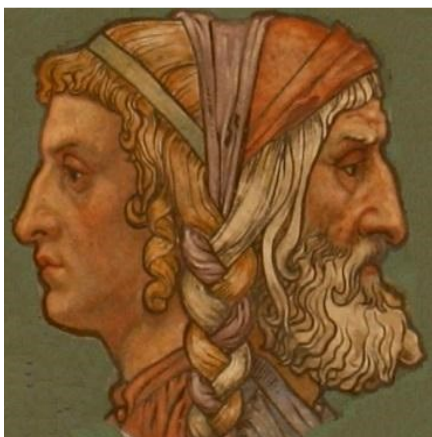
Janus and UUP

What is the Janus v. AFSCME case before the Supreme Court?

This spring, if the court rules in favor of Mark Janus (a man who is a civil servant in Illinois but doesn't agree with his union), it would mean *the enforcement of a right to work law* across the nation.

"Right to work" means public sector employees could choose to quit their unions and not pay dues, while *the unions would still be legally-bound to represent them!*

The consequence, of course, is weaker unions that could not bargain effectively for the employees (*all of them*) whom they are duty bound to represent.



Janus: The God of doors and gates and new beginnings.

Who wants this? Obviously, those who wish for weaker unions and weaker contracts. But what could this mean for us, the public employees?

- ◆ Elimination of tenure [*TRUE!* This has happened in Wisconsin since the adoption of their statewide "right to work" law.]
- ◆ Much *more* expensive but much *less* dependable health, dental, and vision insurance for employees *AND---*
- ◆ Less funding to retirement plans [The average benefits package for union workers was \$18.74/hour; and for non-union workers, \$8.71/hour in March 2015 (Bureau of Labor Statistics)]
- ◆ More miserly raises [Unionized employees historically earn more than non-unionized workers. In 2017 the average weekly pay for union workers was \$1,041; and the average weekly pay for non-union workers was \$829 (Bureau of Labor Statistics)]
- ◆ Fewer workload protections



- ◆ Elimination of programs [Again, see programs eliminated at the University of Wisconsin campuses.]

So, we lose in job security, health benefits, retirement contributions, pay increases, and workload and workplace protections.

Why would anyone quit the union and become a free rider? Because wealthy groups are beginning an aggressive campaign to employees, complete with home visits and phone calls. They are touting a "1% raise" [about .6% net].

Sorry. Are there any free riders here? We hope not; we're not that stupid.

In Solidarity,
Vicki Janik



SPECIAL SAVINGS JUST FOR EMPLOYEES OF

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Save \$15 off the \$55 annual Membership fee —
PLUS get 1 bonus month FREE

BJ's PERKS REWARDS® MEMBERSHIP — Just \$80*
Earn 2% back on most BJ's purchases
Save \$30 off the \$110 annual Membership fee —
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Plus, every BJ's Primary Member receives a Second Card for a household member at no additional charge. **New Members receive a \$50 Restaurant.com card.**

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1. Complete this application in full and return it to your Organization Rep at the address below. Please include a check or credit card payment for the full amount.
2. New Members: Your Membership Activation letter will arrive in 3 – 4 weeks. Bring it, along with a photo ID, to the Member Services Desk at a Club near you to receive your Membership Card.
3. Renewals: Enter your Membership Number in the space provided below. Your current Membership Card will be renewed.

Organization Rep: _____ Contact Number: _____

Offer Expires: _____ Address: _____

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If you choose to receive the second Household Card, please complete the following: (Note: Household Cardmember must reside at the same address as the Primary Cardholder.)

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Primary Signature — I understand that I am responsible for any checks and actions of the second Cardholder.
Please choose your method of payment. (Sales tax may be added. Make checks payable to BJ's Wholesale Club, Inc.)

Date of Membership Purchase

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Month Day Year

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Credit Card Account # _____ Expiration Date _____ Total Charge _____

BJ's Use Only

BJ's Sales Representative's Signature: _____ Club # _____

All applications are sent to our Home Office; processing takes approximately 3 – 4 weeks.

Membership Expiration and Renewals: The month and year in which your Membership expires appear on your register receipts and on your "My Account" page on Bjs.com. Your Membership expires on the last day of the month and year shown. Paid Memberships renewed within two months after expiration will be extended 12 months from the expiration date. Paid Memberships renewed more than two months after expiration will be extended for 12 months from the last day of the month of renewal.

*BJ's Inner Circle® Membership fee is regularly \$55; BJ's Perks Rewards® Membership fee is regularly \$110. This offer may not be combined with other offers, is not redeemable for cash or transferable, is not available online or in-Club, and is good for new Members and current Members renewing before their expiration date only. Limit one offer per household. Photo identification required when applying for Membership. Plus state and local taxes where applicable or required by law.

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Our Honored Union History

By Daniel Scott Marrone

Samuel Gompers Founded the AFL

Established Collective Bargaining, and Helped Eliminate Underage Child Labor

Standing barely five feet in height, Samuel Solomon Gompers was, and remains, a towering figure in American labor history. He was born in England on January 27, 1850, to a large, devoutly Jewish family that had years earlier relocated to the UK from The Netherlands. The family toiled at home in their Cheapside London flat “rolling perfectly shaped cigars with a bare minimum of waste”. Nonetheless, the Gompers family barely eked out a living. Seeking a better life, they left England and emigrated to the U.S.A. in 1863. They settled in New-York City, a municipality that until 1899 consisted solely of Manhattan Island and had hyphenated spelling. Family members continued to engage in cigar making at home in their overcrowded Lower East Side tenement. Gompers’ father became ill in 1864 compelling “Sam” (as he was called) at age 14 to become the “bread winner” for the family. In 1864, he joined the Cigars Makers’ International Union. He was a natural born labor organizer and leader. In 1875, Sam was elected president of CMIU Local 144. In 1881, Local 144 became one of the first affiliates of the Federation of Organized Trades and Labor Unions. Two years later, Gompers organized and led the New York Labor Movement, a task force aimed at promoting child labor prohibition laws. This task force was successful in

championing the first law that restricted under-age child labor in New York State.

During the first five years of Gompers’ “Federation”, membership grew slowly. Not only were company owners hostile towards the “Federation,” there was a competing, far larger labor group. The “Noble and Holy Order of the Knights of Labor” was established on December 28, 1869. The KOL achieved steady growth in membership until the Haymarket riot erupted at a KOL rally in Chicago on May 4, 1886. Police were called in to quell the riot. Someone then set off a bomb resulting in many injuries and deaths. Though the person planting the bomb was never identified, a dozen anarchist extremists known to be at the rally were arrested. Of these, some were soon released or later pardoned. However, five anarchists were sentenced to death for their part in inciting the deadly riot. One committed suicide the night before the other four were hanged on November 11, 1887. The Haymarket riot, subsequent trials, and hangings ruined KOL’s reputation and membership plummeted. Many former KOL members switched to Gompers’ less politically radical and more worker-focused “Federation”. On December 8, 1886, the Federation of Organized Trades and Labor Unions was renamed the **American Federation of Labor (AFL)**.



SAMUEL GOMPERS [1850-1924]

Beginning in the last quarter of the 19th century, America had entered into the “Gilded Age” era of the Robber Barons. Industrialists such as Andrew Carnegie, Henry Clay Frick, and John Davison Rockefeller helped create much prosperity in the nation. However, this new affluence was not shared equitably with most of this new wealth going to trust-owner “Robber Barons” and bankers. Workers derived only modest gains in their wages. The AFL under Gompers’ leadership countered the greedy industrialists through collective bargaining that focused on higher wages and better working conditions. Gompers was elected AFL president year-after-year from 1886 through 1924 except for a brief period between 1894 and 1895. During

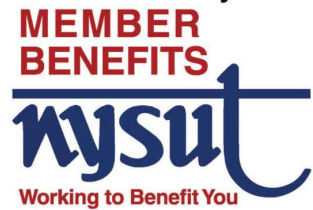
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Membership has its privileges!

Your union is steadfast in its fight for better contracts, safer working conditions, fair pay, advocacy, and upholding the labor rights of the dedicated women and men proudly working in the education and health care industries on a daily basis.

But your NYSUT membership does so much more! It also provides you with the opportunity to enjoy the benefits of more than 40 endorsed programs & services offered by NYSUT Member Benefits, including a variety of quality, competitive insurance plans.

Endorsed By:



As an Example: With the NYSUT Member Benefits Trust-endorsed MetLife Auto & Home insurance program, NYSUT members receive special group rates on auto insurance, homeowners insurance as well as motorcycle, boat, personal property and other types of insurance -- rates that are NOT available to the general public.

That is why we encourage you to always look for the “Endorsed by NYSUT Member Benefits” logo before you or your loved ones make any purchasing decisions.

Visit **memberbenefits.nysut.org** or
call **800-626-8101** for specific information about this program.



Newly endorsed Member Shopping Program available for use!

We heard the requests of the NYSUT membership and spent months diligently researching new member shopping program options. The NYSUT Member Benefits Corporation is pleased to announce that the Purchasing Power Member Shopping Program is now available for use by eligible NYSUT members.

Purchasing Power is an online shopping option that offers another way to purchase brand-new, brand-name products and pay for them over time through the ease of payroll deduction or ACH withdrawals. Eligible NYSUT members can enjoy access to products such as computers, appliances, jewelry, furniture, televisions, electronics, travel packages and much more.

While Purchasing Power is not a discount program, it can save you money and stress compared to high-interest credit cards or rent-to-own stores. As always, you are encouraged to shop and compare before making any purchasing decisions.

Visit **nysutmbc.purchasingpower.com** or call **800-537-3135** to learn more.



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.

Are You Ready for Retirement?

By Barbara Maertz

There are many questions to answer when the thoughts start turning to the big decision to stop working and retire. Benefits concerns, like dental and vision, health insurance options and when to go on Medicare Part B, are only a few. How and when during the year are the best times to retire are concerns for some.

Many of us are unsure when to take monetary distributions and which funds to take payments from in our optional retirement plans. Of course, will the money last and maintaining a current lifestyle are worries that we are all familiar with. Oh Yes, the lifestyle question! "*What do I do in retirement...?*" is a scary question to consider. UUPF wants to help you answer some of these questions at our

Pre-Retirement Seminar

Tuesday, April 17, 2018 at 3pm in the University Club at Knapp Hall

Walter Apple, UUP Director of Benefits for Retirees will be presenting benefits options for UUP and NYSUT/AFT Benefits. Jeremy Young a Wealth Management advisor from TIAA/CREF will answer questions about options for disbursements from your retirement funds. Several retirees will help with the life-style options and your continued benefits from UUP as a member of the Retirees group.

Anyone within four years of retirement is welcome to attend. Please rsvp to Debbie Amato at the UUPF office 631-694-8873 or uupfdamato@aol.com so sufficient information booklets will be available for you. I'll see you there.

Phased Retirement Program

Having read the paperwork on the Phased Retirement Program, the first thing that occurs to me is that IT IS NOT AN EARLY

RETIREMENT INCENTIVE.

It does not try to be either. This program is good if it already fits in with your plans to retire in 2018/2019 and you might like to ease yourself out of work over a year. Management would like people to leave. Simple as that.

IT IS IRREVOCABLE!! So be careful what you sign up for. You will have your health benefits, and other UUP Benefits because you are still working and still in the bargaining unit and they will carry over into retirement like any retiree that is a union member.

BE CAREFUL! Please be sure to contact your pension system. If you retire at 55, there may be penalties if you are a ERS system. If you are TIAA, there may be penalties if you take distributions before 59-1/2 years old. That said, if you are over 59 and ready to retire now, check into this and make a plan. ♦

Samuel Gompers Founded the AFL

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this interval, the AFL had an avowed Socialist as its president. By late 1895, AFL members removed their short-termed Socialist president and rejected Socialism in place of Capitalism. That said, Gompers and the AFL tirelessly sought to have workers fully participate and derive benefits from Capitalism.

In 1900, Gompers began a strenuous effort to organize workers in Canada. By 1902, there were several large-scale AFL-affiliated Canadian unions. In 1917, Gompers and the AFL supported Wilson's decision to go to war against the Central Powers. Following the 1918 Armistice agreement, Gompers began making trips to Mexico to

advise labor organizers in that nation. While on one of these excursions, the 74-year old AFL president suffered a heart attack. Gompers asked that he immediately return to the U.S.A. so that he could take his last breath in his adopted country. His wish was fulfilled. On December 13, 1924 Gompers died just *after* his train passed from Mexico into Texas.

Perhaps Gompers' greatest achievement mirrors the U.S. Constitution provision of the separation between "church and state". In the same vein, Gompers ardently separated "politics and workers' interests". Though, with few exceptions, he ardently supported Democratic Party candidates, Gompers stressed that

the AFL was neither a Democratic nor a Republican entity. Rather, the AFL was a "workers' rights entity". When Gompers formed the AFL in 1886, membership was 150,000. By the time of his death in 1924, there were three million AFL members. In 1935, the Congress of Industrial Organizations was formed to represent industrial workers, many of whom were hourly-paid assembly line workers. In 1955, the AFL and the CIO merged into the AFL-CIO, the leading confederation of U.S. trade unions having an active and retiree membership of over 12 million. Our UUP is an affiliated union within the AFL-CIO umbrella. ♦



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DEFENSIVE DRIVING

UUP is sponsoring a defensive driving class on

Saturday, February 24, 2018 at 9:30am — 3:30 pm

The cost is \$28 dollars per person.

Reservations are due by Friday, February 16th

There is a \$3 non refundable deposit due at time of reservation

Lunch will be provided.

For reservations, please contact Debbie Nilsen at 631-420-2462 or

nilsendr@farmingdale.edu

On the day of the class please bring a check or money order to be made payable to the company offering the course. The deadline for signing up for the course is Feb 16, 2017. ♦

Workshop for Academics

Continued from page 1

compensation = 20% of base). The responsibilities of chairs at the college have increased, while compensation has not risen anywhere near to the level described in the *Agreement*. In addition, serving as chair can affect faculty members' time and opportunities to complete scholarship.

These topics obviously merit our attention. If you wish to address additional items, please contact us so that we can plan accordingly.

We look forward to meeting with you at this semester's workshop. ♦

Did You Know?

ACADEMIC:

In December 2017 Farmingdale was the only UUP chapter with 100% union membership among full-time academic members!

PROFESSIONAL:

You have only 10 days to appeal a formal evaluation to the Committee on Professional Evaluations.

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Contingent Employment

Douglas S. Cody

Contingent Employment

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Deborah-Ann R. Nilsen

Membership

Louis Scala

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